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TITLE: THE INDUSTRIAL RELATIONS SYSTEM IN THE PRINTING INDUSTRY  
CANADA

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AUTHOR: Mr. Bruce M. MacDonald,  
801 Shaw Street,  
TORONTO, Ontario.

*Canada*  
DRAFT STUDY

prepared for

TASK FORCE ON LABOUR RELATIONS  
(Privy Council Office)

PROJECT NO. 55 (p)

Submitted: NOVEMBER 1967

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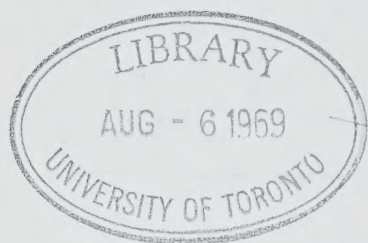
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## CHAPTER I

This report covers, for the first time, the development of the industrial relations system in the Printing industry in Canada from 1953 to 1966. However, since the printing trades in Canada have been highly organized for so many years, this study will in many cases, expand more upon the historical background.

Before looking at the industrial relations system a few general characteristics of the printing industry will be examined.

There is a considerable variation in the size of printing plants and in the type of work they produce. During 1964 there were 3,439 establishments in operation, employing about 75,448 workers. Around three quarters of these workers are employed in establishments which hire under 15 employees. If establishments which employ under 50 employees are included ninety percent of the workers would be employed. Therefore the size of printing plants is very small. The type of work produced by a printing plant are many. The items that should be included as printed products are too numerous to mention here. However, the following list is intended to give a cross-section of the products: newspapers, periodicals, books, greeting cards, advertising material, maps, stationery, playing cards, bank notes and games. Each printing firm usually produces one of these products.

It should be noted that the printing industry is very important from an economic standpoint. In 1964, the last year for which Canadian statistics are available, total production was 983 million dollars and

salaries and wages paid amounted to approximately 380 million dollars. Generally speaking, employment has shown a small but steady increase since 1953 and the standards of pay have always been very good.

A graph of the employment picture from 1953 until 1964 will be of assistance in noting the very limited change in the number of workers in the Printing industry in recent years.



From the preceding graph a steady upward trend from 1953 to 1957 is evident. There is a slight dip in 1958 but since the upward trend resumed the year 1959 still had even more of a peak at 75,000 employees. From 1959 until employment is the principle employment trend which is showing an upward trend. The following graph is showing the employment trend.

GRAPH

EMPLOYMENT TREND

(000's)

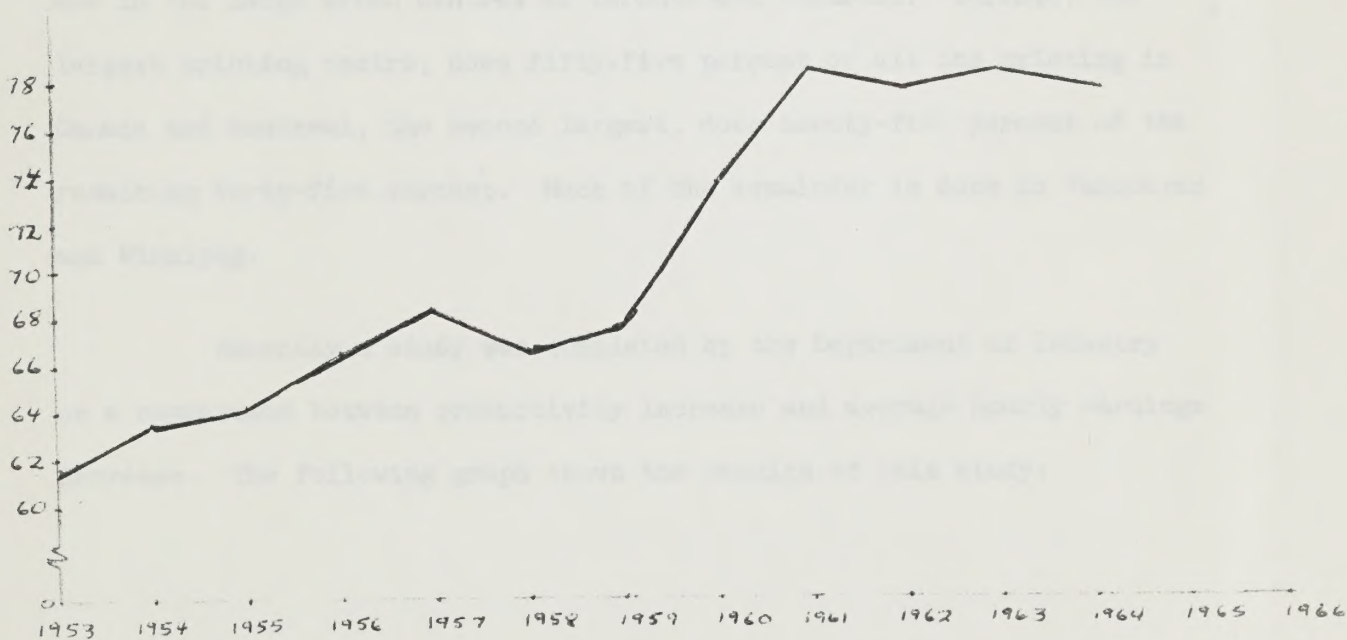


TABLE 1

(NOT RECEIVED)



From the preceding graph a steady upward trend from 61,602 employees in 1953 to 68,248 in 1957 is evident. There is a slight drop in 1958 but then the upward trend resumes its path from 1958 until 1961 when there is a peak of 76,304 employees. From 1961 until 1964 employment in the printing industry has been rather stable. This stability is alarming to the unions who are watching the total production continue its steady increase.

More than three-quarters of the workers in the industry are in Quebec and Ontario and as is to be expected most of the tradesmen are in the large urban centres of Toronto and Montreal. Toronto, the largest printing centre, does fifty-five percent of all the printing in Canada and Montreal, the second largest, does twenty-five percent of the remaining forty-five percent. Much of the remainder is done in Vancouver and Winnipeg.

Recently a study was completed by the Department of Industry on a comparison between productivity increase and average hourly earnings increase. The following graph shows the results of this study:



GRAPH

(NOT RECEIVED)

The preceding graph demonstrates the invrease in average hourly earnings in the Printing, Publishing and Allied Products has exceeded the increase in productivity until 1964 when productivity increase surpassed the increase in average hourly earnings.





## CHAPTER II

On the basis of the preceding background information on the industry the industrial relations system will now be easier to understand.

The printing industry has a long history of industrial relations as both employer associations and printing unions were organized before 1900. The organization of both groups have changed from the original setup and as the past is affecting the relations of the present a bit of historical background of the organizations is necessary.

The organization of unions in the printing industry is very interesting because it is one of the last remnants of craft unionism in our industrial society. However, originally all printing tradesmen were in one international union but this situation was not destined to last.

In 1852 the first printing union, the National Typographical Union was formed in the United States and in 1869 Canadian locals were granted charters, so the union changed its name to the International Typographical Union (I.T.U.). The Canadian locals were in Toronto, Ottawa, Montreal and Saint John. The Montreal local included both French and English printers but later the two locals separated and became the present Montreal Typographical Union No. 145. In 1870 Hamilton, London and Halifax were also granted charters.

The printing tradesmen in Canada lasted in this form until 1882 when the Amalgamated Lithographers' of America (A.L.A.) formed their own organization owing to the rise of new technology. In 1889, the pressmen, feeling their grievances were not given due consideration, broke away from I.T.U. to form the International Printing Pressmen and Assistants' Union (I.P.P. & A.U.). Three years later the Bookbinders also established their own organization, the International Brotherhood of Bookbinders. The Bookbinders recruited their first Canadian locals in Toronto in 1893, and in Montreal in 1900. The last two international unions were the International Stereotypers and Electrotypers Union (I.S.E.U.) and the International Photo-Engravers Union (I.P.E.U.) which broke away in 1901 and 1904 respectively. Therefore by 1904 the printing employees had become divided into six international unions.

From 1904 until 1964 the mechanical crafts remained organized in the six international unions. There was only one change in union organization in the printing industry and that took place in the white collar section. The change was the American Newspaper Guild (ANG) which was first organized in 1933, however the first local in Canada was not chartered until 1948. This organization has jurisdiction over the office staff in newspaper establishments.

There is one other union in the Printing industry in Canada but this union is strictly national. This is the Federation of Printing Trades which was founded in Quebec around 1907. In 1962 the name of

this union was changed to the Canadian Federation of the Printing and Information Industry (C.S.N.) or simply the Printing Federation. This national federation is composed of 30 affiliated unions which include Pressmen, Lithographers, Typographers, Bookbinders, Photo-Engravers, Reporters (and other white collar workers), Stereotypers, Electrotypers, all printers in the Paperbox industry and many other such groups. This union is affiliated with the C.N.T.U. but not with the C.L.C. like the international unions. At present the union has 23 locals in Quebec and 2 locals in Ontario.

In more recent years there has been a tendency toward merger of the long separated international unions. On Labor Day, 1964 the A.L.A. and the I.P.E.U. merged to form the Lithographers and Photo-Engravers International Union (L.P.I.U.). The officers of the L.P.I.U. and the I.S.E.U. also signed a merger agreement which was to create the Graphic Arts International Union on Labor Day, 1967. However, a sixty percent majority vote was required and only fifty-five percent of the I.S.E.U. membership voted for merger. The L.P.I.U. has also been involved in formal merger discussions with the Bookbinders union and the Pressmen's union. The L.P.I.U. - I.P.P. & A.U. discussions have been going since 1965 and as of 1966 the merger talks are being held twice a month.

It should also be noted that in January, 1964 there was very serious consideration of a merger between the Typographical union, the



Papermakers and Paperworkers and the Pressmen's union. Later in 1964 the merger talks fell through. Recently the Typographical union and the Pressmen's union have renewed unity discussions and reached an agreement providing for resolution of jurisdictional disputes. The Pressmen's union is very low on finances so the general opinion is that this union will merge in the near future. The Typographical union also submitted to the I.S.E.U. a 7-point agenda as a basis for discussion leading to possible "unity and co-operation" and "eventual merger". The I.T.U. has offered the Stereotypers Union the use of the I.T.U. Training Centre and this is the major incentive for merger. The Stereotypers as an occupational group is slowly declining and therefore they need re-training facilities which the I.S.E.U. cannot provide.

To show Canadian interest in the idea of merger, the Graphic Arts Merger Committee has been organized in Toronto within the last year. The purpose of this committee is to bring to the attention of the International presidents of the printing unions that the Canadian locals are interested in merger.

The most important reason for this interest in unity is that there are so many technological developments taking place within the industry that the jurisdictional lines have been blurred. It is now a question of who gets there first as to who gets control of the job involved.

For instance, with regard to offset printing there is jurisdictional overlapping. The Pressmen have been told to make full offset jurisdiction a number one objective in collective bargaining contracts. The Pressmen's chief rival over offset jurisdiction is the Lithographers who have also been told to claim this process. Also, with offset preparatory departments there is a dispute between the Pressmen, the Typographers, the Photo-Engravers and the Stereotypers and Electrotypers. The competition between the Pressmen and the Typographers has been particularly bitter. However, the two unions recently reached an agreement providing for resolution of jurisdictional disputes by binding arbitration. Each union's convention must now approve this agreement.

Although the American Newspaper Guild covers white collar workers, this union is not immune to jurisdictional problems. At present there is a conflict between the Commercial Artists and the Typographers and between the Photographers and Photo-Engravers.

Besides a lessening of jurisdictional rivalry, the merger would also be beneficial to the unions in other ways. With complete merger in negotiations the bargaining strength would be stronger as everyone would bargain at the same time. Also, it would remove the problem of respecting the other printing trades unions picket lines. Thirdly, if the small locals of the different Internationals were joined a full time business representative could be elected to organize and handle grievances. The representative could also help to make

progress in wages and benefits. Fourthly, administering the organization could be done more economically. However, by far the most important advantage would be the greater strength the union would have in maintaining the position set in collective bargaining.

The merger might also be favourable to management in some cases. For instance the I.T.U. has gone on strike over the refusal of employers to grant jurisdiction over certain processes to them. This type of action would be halted. Also, employers could look forward to dealing with fewer unions. There can be little doubt that the creation of a modern union to service a modern industry would be of assistance to employers in their relations with unions.

However, it should be pointed out that the feeling among the other International Unions is that, in spite of talking for one large union, the I.T.U. does not actually want a merger but would like to have the other International printing trades unions join the I.T.U. The I.T.U. seems to feel that as the "granddaddy union" it used to have all the jobs and therefore these jobs still belong to them. Accordingly the union has refused to sign the No-Raiding Pact of the AFL - CIO.

There can be no doubt that the problem of jurisdictional rivalry is paramount to the merger trend as the disputes cost each of the unions thousands of dollars each year. The unions are fighting one another instead of the unorganized sector of the industry. As a



result only about 50 percent of this industry is unionized. However, despite the many jurisdictional difficulties there is some co-operation among the international graphic arts unions.

In 1911, the International Allied Printing Trades Association was organized by the crafts in the printing industry. The Association assigned title to the Allied Label to joint ownership of five affiliated crafts. The affiliated crafts include the Bookbinders, the Lithographers and Photo-Engravers, the Pressmen, the Stereotypers and Electrotypers and the Typographers. The agreement of the association provides for voluntary co-operative action, by unanimous consent, on matters of mutual concern. It authorizes local allied printing trades councils, fixes the procedure for issuing and withdrawing the Allied Label and stipulates the conditions under which the Label may be used on printed matter. In Canada there are 21 local Allied Printing Trades Councils; 10 branches in Ontario, 3 branches in British Columbia and Manitoba and/or 2 branches in Saskatchewan, Alberta and New Brunswick.

Another co-operative organization is the Ontario Federation of Printing Trade Unions. This federation was given birth by the Allied Printing Trades Council in Toronto and encompasses all of the international unions that are active in the graphic arts industry. Its primary function is on the legislative level where they pass resolutions asking the various levels of government to do certain things that would be beneficial to all in the printing trades unions. Perhaps one of the most important functions that the federation serves is the closer co-operation between the local unions that emanates following a conference.

There is also the Western Federation of Printing Trades Unions, which has the same functions as the Ontario Federation of Printing Trade Unions. The Western Federation includes mainly the prairie provinces of Alberta, Saskatchewan and Manitoba.

A fourth co-operative organization is the National Council of Canadian Labour which is composed of four sub-councils. One of the sub-councils is the National Printing Crafts Councils. This sub-council, unlike the other councils does not recruit locals or engage in collective bargaining directly. This organization was developed to provide for the interchange of information between employees in the printing industry and therefore has no relations with management. It is strictly Canadian with no affiliation to any United States organizations. The Council publishes two magazines which are issued quarterly. The sub-council also supports labour in its negotiations. However, the Printing Crafts Council will not negotiate itself.

A fifth example of co-operation is the Council of Union Employees which is a joint negotiating group composed of the L.P.I.U., the I.P.P. & A.U., the I.T.U., the I.B.B. and the Machinists Union. This group has unified in order to represent the Canadian Government's graphic arts workers. The unification was necessary because the government does not permit craft unions to bargain separately according to the Public Service Staff Relations Act.

This co-operation in various activities speaks well for the future amalgamation of all the international graphic arts unions. It should be noted in passing that the same trend towards co-operation and merger is taking place in Britain where 16 British printing trades unions, merged to create 7 larger unions.

The Printing Federation (C.S.N.) is not involved in this merger trend among the international unions. The C.S.N. itself does not have the same pressing need for merger as all of the 30 affiliated unions are already part of one organization.

Before proceeding any further it might be useful to compare the organization of the printing trades unions in 1953 with the organization in 1966. Of the 61,602 employees in the industry in 1953, only 40 percent belonged to printing trades unions whereas out of the 75,448 employees in 1966 approximately 50 percent were unionized. Therefore the unionized sector of the industry is on the increase. However, the percentage of employees who are unionized is quite low. The increase in unionized employees is divided between the six international unions and one national union as follows:

TABLE II

	<u>1953</u>	<u>1966</u>	<u>Increase</u>
** I.B.B.	2,686	3,330	644
I.S.E.U.	634	725	91
A.N.G.	803	3,165	2,362
I.P.P. & A.U.	6,638	8,888	2,250
* I.T.U. *	5,976	7,516	1,540
L.P.I.U.    A.L.A.	1,799	5,014	2,384
I.P.E.U.	831		
C.S.N.	3,500	5,290	1,790
	<u>22,867</u>	<u>33,928</u>	<u>11,061</u>

It should be noted that although the L.P.I.U. had the largest increase but this was due to the merger in 1964. The biggest increase in union membership, very surprisingly occurred in the traditionally white-collar union, the American Newspaper Guild. However, the gain in membership of this union is still quite sizeable. The other union which made great gains was the Printing Pressmen which in spite of the large membership is one of the weaker unions.

\* It should be noted that the International Mailers' Union has not been mentioned as this union is an affiliate of the I.T.U. and has only one local in Canada with 25 members.

\*\* I.B.B.            International Brotherhood of Bookbinders  
I.S.E.U.           International Stereotypers and Electrotypers Union  
A.N.G.            American Newspaper Guild  
I.P.P. & A.U.      International Printing Pressmen and Assistants' Union  
I.T.U.            International Typographical Union  
L.P.I.U.           Lithographers and Photo-Engravers International Union  
A.L.A.            Amalgamated Lithographers of America  
I.P.E.U.           International Photo-Engravers Union  
C.S.N.            Printing Federation



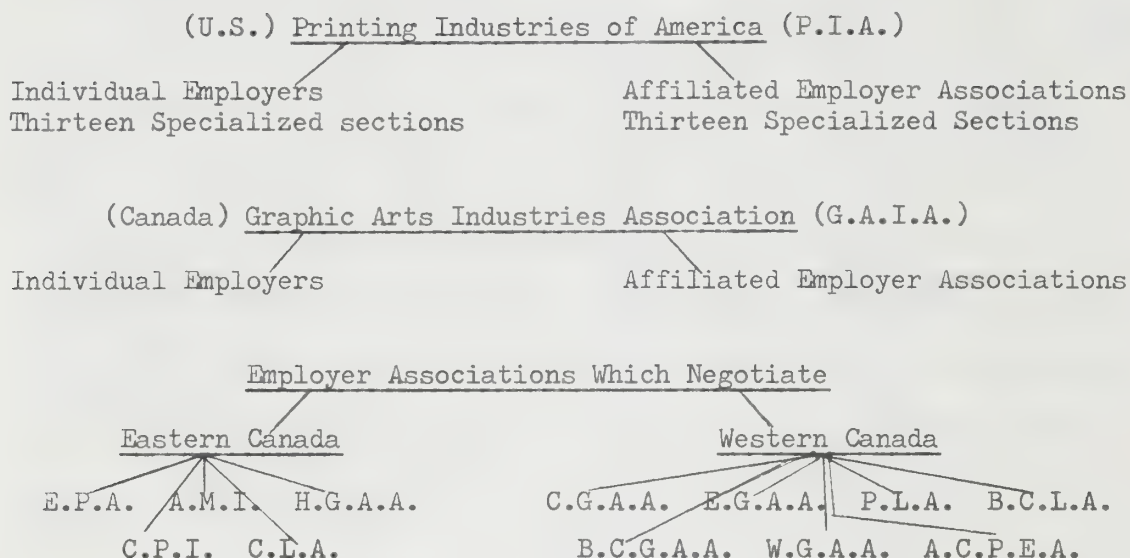
### CHAPTER III

On the other side of the bargaining table is the employer. The employer story in industrial relations is one of employer efforts to create a condition in which bargaining might be conducted on a relatively equal footing with the unions. So far the unions have been the superior force. With the existence of this situation the employers have tended to band together in associations. At present this multi-employer bargaining is carried on across Canada in 12 main employer associations. Although the 12 associations are all affiliated with a national association, the C.A.I.A., the bargaining is performed by the regional association.

The employer's associations in the printing industry in Canada have a history which extends almost as far back as does that of the printing unions. But, unlike the unions the association were not organized to deal with labour relations until quite recently. This study concentrates only on the associations which are involved in collective bargaining and therefore many of the employer associations which exist will not be discussed.

Before proceeding any further a diagram depicting the various association relationship to one another might be of assistance in gaining an overall picture of the structure of employer associations in the printing industry.

TABLE III



Key:

1. E.P.A. = Employing Printers Association
2. A.M.I. = Association des Maîtres Imprimeurs
3. C.P.I. = Council of Printing Industries
4. C.L.A. = Canadian Lithographers' Association
5. H.G.A.A. = Hamilton and District Graphic Arts Association
6. W.G.A.A. = Winnipeg Graphic Arts Association
7. C.G.A.A. = Calgary Graphic Arts Association
8. E.G.A.A. = Edmonton Graphic Arts Association
9. P.L.A. = Prairie Lithographers Association
10. B.C.L.A. = British Columbia Lithographers Association
11. B.C.G.A.A. = British Columbia Graphic Arts Association
12. B.C.P.E.A. = British Columbia Photo-Engravers Association

Now that the overall picture of how the various employer associations are related to one another has been shown, each association will be examined separately in more detail.

The Printing Industries of America Inc. has been the main organization of printing employers since it was founded in 1891 under the name of the United Typothae of America. In 1945, the name was changed to the present Printing Industries of America. The P.I.A. has many services for graphic arts management, including publications and specialized forms for printers, specialized sections, conferences and annual conventions. Publications include "Personnel Policy", "Labor and Industrial Relations Manuals" and manuals which are specifically to help management handle their businesses more efficiently.

One of the affiliated associations of the P.I.A. is the Graphic Arts Industries Association (G.A.I.A.). Therefore membership in the G.A.I.A. automatically makes a Canadian firm a member of P.I.A. with access to all its activities. The G.A.I.A. pays the P.I.A. a certain amount of money each year in order to obtain these services. The G.A.I.A. was originally called the Canadian Graphic Arts Association when it was founded in 1938 but in 1958 the name was changed to the Graphic Arts Industries Association. The Graphic Arts Industries Association is the national organization of the Canadian printing and allied graphic arts industries. It has united existing local groups of employing printers and established additional regional groups. The G.A.I.A. also has a few employers who have joined individually. It should be noted that the labour functions of the G.A.I.A. are very

minor. The G.A.I.A. itself does not engage in negotiating contracts. The main function of the G.A.I.A. is political, that is to keep before the Government the industry problems requiring action. For example, recently the organization was in touch with the Government over the removal or reduction of inequities in tariffs and taxation which penalize the printers with foreign competitors.

Since all the bargaining associations in Canada are affiliated with the G.A.I.A. this is the one common link of the bargaining associations.

Each of the employer associations will now be examined separately. The study will begin in eastern Canada and move steadily westward until the employer associations of British Columbia are investigated. As there are no employer associations in the Maritimes the study will start in Quebec.

There are two employer associations in Quebec, the Employing Printers' Association for English speaking Canadians and the Association des Maîtres Imprimeurs for French-speaking Canadians.

The first of these the Employing Printers' Association (E.P.A.) was founded in 1909 by some employers in Montreal. At the present time the E.P.A. is composed of 72 of the larger firms in Montreal. Forty-nine of these employers belong to the Master Printer section of the organization. The Master printer section is composed of open shop firms and the E.P.A. distributes information given out by the P.I.A. and G.A.I.A. to these members. The E.P.A. is also a meeting place where the Master



Printers can discuss common problems. The other section of the E.P.A. is the Union Employers section which is composed of 23 employers. The E.P.A. negotiates collective agreements with the Bookbinders, Pressmen and Typographers for these members. The two sections are ruled by the Board of Governors which is composed of twelve men. An honorary president is appointed every year but this is only a position of distinction with no functional role. On the Board of Governors there is the President, first Vice-president, second Vice-president, Treasurer and six directors.

The second Montreal association is the Association des Maîtres Imprimeurs which has 100 members firms. These firms are for the most part very small in fact the largest firm in the association employs only 110 workers. The Union Employers section of this association is also quite small as there are only 15 firms for which the association negotiates. One unique feature of this association is that it does not deal with any of the international unions but with the Printing Federation (C.S.N.) in Canada.

Perhaps in the near future an association of employers will also be formed in Ottawa. The local employers are meeting, at present, in the G.A.I.A. office to consider such a step. However, the association is very informal as yet as the printers are competitors and therefore quite suspicious of one another.

Toronto, the major printing centre in Canada, is the most advanced with regard to association bargaining. Associations of employers were first organized in 1900 when the Toronto Typothae was

formed. This association later changed its name to the Toronto Graphic Arts Association (T.G.A.A.) which continued until 1960. The Canadian Lithographers Association also has a long history as it was first organized in 1914. However, both organizations were rather loosely knit until 1920. In 1920, the Typographers, which was the only union worth worrying about at this time, called their first big strike. Up until this time the employers in Toronto bargained without any consultation among themselves. However, the employers felt that the union was informing one employer that another employer had settled for a certain amount when he had not, therefore, the other employers felt obligated to pay the same wage. This suspicion prompted the employers to work closer together. After 1920 the associations considered labour negotiations as a more serious problem, although management ratios, tariffs and other common interests were still the major concerns.

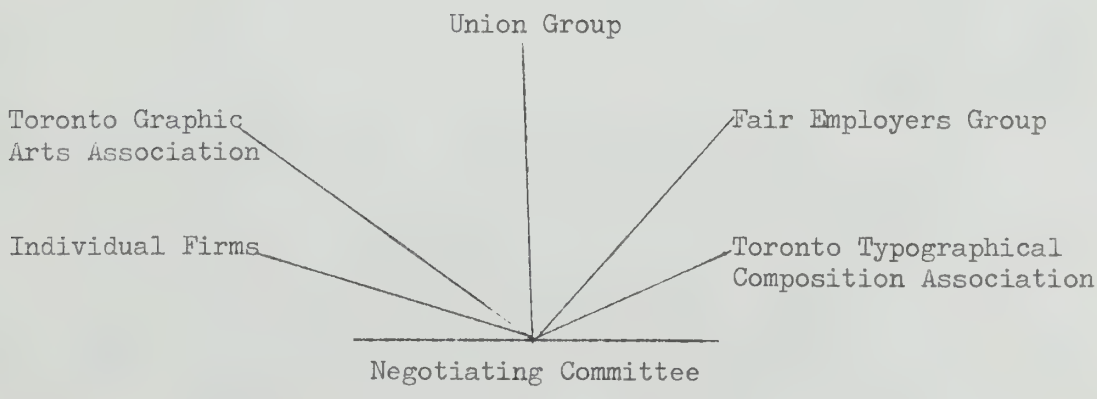
Around 1920 there was also the Photo-Engravers Association and the Stereotypers and Electrotypers Association in Toronto and these two organizations were still active up until recently.

From 1920 until after the second World War labour relations in the Printing industry became less and less important in Toronto. However, in 1946 the labor relations departments of the four organizations again became active and employers started to group themselves into three "groups". There was the "Union Group" which was composed of employers who had signed collective agreements with the unions. In this group it was compulsory, for an employee who wished to work in one of the member firms, to join the unions within 30 days of being hired.

Secondly, there was the "Fair Employers' Group" who would have no contract whatsoever with unions. And lastly, there was the "Toronto Typographic Composition Association" which was composed of employers performing typographical work. The latter association had both union employers who bargained with the I.T.U. and non-union employers who had nothing to do with the Typographical Union. It should be mentioned that these three groups were very informal. However, this situation was not destined to last because if the employers in the "Union Group" gave better wages the other two groups had to pay the same wages in order to maintain their qualified workers.

By 1950, labour relations was becoming more important so the T.G.A.A. decided to form a committee which could handle labour negotiations for its members. It should be pointed out that many members of the T.G.A.A. were also members of one of the three "groups". A diagram might help to clarify the diverse composition of this negotiating committee.

TABLE IV



The members of the T.G.A.A. also set up a research department in order to gather statistics which could help the negotiating committee at the bargaining table. Each member was given one vote as to whether the negotiated contract was to be accepted. This negotiating committee was successful in its first bargaining situation in 1953. However, the diverseness of the opinions of the member firms did present certain difficulties.

Therefore a recommendation was put forth that a separate council should be set up in order to deal with labour negotiations. This led to the formation of the Council of Printing Industries, (C.P.I.) in 1956 with 115 members firms. The Council was to operate in the vicinity of Metropolitan Toronto "for common action on all matters pertaining to labour negotiation and the whole gamut of employer-employee relationships."<sup>1/</sup>

An employer was permitted to join the new Council only if he joined independent of any particular "group". All the various members of the "Union Group" joined along with a majority of the "Fair Employers Group" and the Toronto Typographic Composition Association. The T.G.A.A. also lost a considerable number of member firms as many of the firms were members only to get the labour relations function performed for them. By 1960, all these organization except the Typographic Composition Association had disbanded. The Typographic Composition Association has no labour relations activities but is merely to keep typographers informed of the changing technology.

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<sup>1/</sup> Quote from the constitution of the C.P.I.

So far no reference has been made as to what happened to the C.L.A., Canadian Lithographers Association, the Stereotypers and Electrotypers Association and the Photo-Engravers Association. The latter two associations were discontinued as most of their members joined the Council of Printing Industries, but the Canadian Lithographers Association (C.L.A.) is still active today. However, some of the lithographers who were members of the C.L.A. did join the C.P.I.

It should be noted that the C.P.I. and C.L.A. are competitive in their organizing activities and that some of the members firms of the C.L.A. are also members of the C.P.I. The reason for this is that the C.P.I. might bargain for the electrotypers, stereotypers, bookbinders, typographers and pressmen of a firm and the C.L.A. bargain for the lithographers of a firm. Therefore the second employers association in Toronto is the C.L.A. which has 60 member firms. Only two employers do not have their negotiations carried on by the association. The C.L.A. covers the larger lithographic employers in Toronto, Hamilton, London, Ottawa and Montreal.

The fifth association in eastern Canada is the Hamilton and District Graphic Arts Association which was founded in 1929 under the name of the Master Printers Guild. The Hamilton Association changed its name around 1955 to its present title. This association has 17 firms of which 9 are union shops. The association is composed of the larger printing shops in Hamilton.



Therefore from the preceding discussion, it can be seen that the employer associations who negotiate collective agreements for their members at the present time in Eastern Canada are the E.P.A., the A.M.I., the C.P.I., the C.L.A. and the H.G.A.A. It should be noted that the membership in these associations has remained fairly stable since 1953 and in the case of C.P.I. it has been stable since 1956.

Although Western Canada has only a small percentage of printing industry it is extremely well supplied with employer associations.

The first association to be examined in Western Canada is the Winnipeg Graphic Arts Association which was founded just after the second World War. This association never negotiated agreements until around 1960. The association has 24 member firms which do about 75 percent of the volume of business in Manitoba. This is surprising when one realizes there are 190 firms in the province.

In Calgary, there is the local Calgary Graphic Arts Association which has been in existence since 1910. The C.G.A.A. has 40 member firms but only 12 of these employers have their negotiations carried out by the association.

Edmonton, also has a local association which has been in operation since 1910. It was originally called the Edmonton Employing Printers, the Edmonton Typothae and today it is the Edmonton Graphic Arts Association. This association at present has 22 member firms of which 17 are covered by collective agreements signed by the association.

The connection between these two associations in Alberta is particularly strong as they have a conference once a year in order to discuss strategy and to compare contracts. A real effort is made to see that the two associations give the same benefits in both cities. Both associations have noted a strengthening in their positions since 1953. Both the Edmonton and the Calgary association have most of the employing printers in their respective cities as members of their association. In fact in Edmonton there are only two printing employers who are not members of the E.G.A.A.

Another employers' association in Western Canada is the Prairie Lithographers Association which was founded in 1954. This association has one collective agreement with the L.P.I.U. The P.L.A. negotiates for the seven member firms which are resident in Edmonton, Saskatoon and Winnipeg.

It should be noted that there is a Prairie meeting held once a year by the associations in Saskatoon, Regina, Calgary, Winnipeg and Edmonton in order to discuss labour negotiations. Since the Regina and Saskatoon associations are so small they will not be elaborated upon. These two associations have only three or four member firms and therefore they do not necessarily set a pattern for the region.

British Columbia also has a Lithographers Association. This association was founded in 1948 and has nine member firms. The firms of the B.C.L.A. are the larger lithographic employers in Vancouver. Originally there was a member in Victoria but this employer is no longer active in the association.

The British Columbia Photo-Engravers Association was formed in the late 1940's, around the same time as the British Columbia Lithographers Association. All five of the photo-engraver employers in Vancouver belong to this association. The B.C.P.E.A. has no relationship with the other employer associations and is the only association of photo-engraving employers in Canada.

The biggest association in British Columbia is the British Columbia Graphis Arts Association which has been in operation since the 1920's. The B.C.G.A.A. negotiates contracts for about 20 of the 40 member firms. The other 20 firms are members in order to receive P.I.A. services and to discuss the common problems of the local employers. This association used to be called the Vancouver Employing Printers until 1950.

From the previous discussion we can see that in Western Canada there are seven main associations which negotiate collective agreements. They are the W.G.A.A., the C.G.A.A., the E.G.A.A., the P.L.A., the B.C.L.A., the B.C.P.E.A., and the B.C.G.A.A.,

Perhaps a summary table listing the number of member firms and the number of member firms for which the association negotiates will help to put the employers printing associations in their proper perspective with regard to the printing industry.

TABLE V

<u>Printing Association</u>	<u>Number of Member Firms</u>	<u>Number of Member Firms for Which Assoc. Negotiates</u>
1. E.P.A.	72	23
2. A.M.I.	100	15
3. C.P.I.	115	115
4. C.L.A.	60	59
5. H.G.A.A.	17	9
6. W.G.A.A.	24	24
7. C.G.A.A.	40	12
8. E.G.A.A.	22	17
9. P.L.A.	7	7
10. B.C.L.A.	9	9
11. B.C.G.A.A.	45	20
12. B.C.P.E.A.	5	5
TOTAL	<u>516</u>	<u>315</u>

It should be noted that the associations, which negotiate for printing employers in Canada, are mostly formed by the larger printing companies and therefore they have an important impact on labour relations. Those employers who belong to an association but do not sign the collective agreement negotiated by the association do so for two reasons. Either the employer figures he can negotiate a better collective agreement himself or the employer does not deal with the unions.

It is interesting to note that the managers of the various associations from U.S. and Canada meet once a year to discuss their different tactics and to give reasons why some strategy works and some does not. Each of the associations receives 57 contracts signed by other associations because the association feel that if one association overpays then all associations are affected.

Many of the other large employers are newspapers which, although they do not negotiate jointly, have a common bond in the Canadian Daily Newspaper Publishers' Association (C.D.N.R.A.), the Canadian Weekly Newspaper Publishers' Association and the Periodical Press Association. Originally these three associations were in one association but due to conflicting interests the three associations split in 1920.

The only one of these associations which has anything to do with labor relations is the Canadian Daily Newspaper Publishers' Association. The C.D.N.P.A. has 96 member firms across Canada which is all but two or three of the daily newspapers in Canada. The C.D.N.P.A. makes suggestions and reviews agreements which the firms may use in bargaining. However, the association does not bargain directly. The C.D.N.P.A. performs the same functions as the American Newspaper Publishers Association (A.N.P.A.) in the United States but the two associations are completely independent. The C.D.N.P.A., unlike the other associations so far discussed, does not belong to the Graphic Arts Industries Association. Approximately 64 of the 96 daily newspapers negotiate a collective agreement in at least one department so it appears that the daily newspapers are fairly well unionized.

This completes the study of the organizations on each side of the bargaining table in the printing industry. Next we must look at how the two groups are organized for collective bargaining purposes.



## CHAPTER IV

The history of collective bargaining in the Printing industry in Canada has been a constant struggle to reduce the hours in the working day and week.

The first battle began in 1870 when the International Typographical Union, the only printing union at the time, led a drive for a 9-hour day. In 1900, the I.T.U. again spearheaded a campaign for the 9-hour day. On the second attempt the printers were successful.

The next big drive for a reduction in hours came in 1906 when the I.T.U. led the movement for an 8-hour day. The Printing Pressmen gave the Typographers a worthy partner in this struggle. However, the Pressmen lost many of their locals in Canada over the 8-hour movement. This split lasted until around 1930.

In 1921, the I.T.U. again led a militant campaign to obtain the 44-hour week for its members. Canada was again divided on this issue as the western cities and Windsor and London granted it while Toronto, Hamilton and Ottawa did not. At this time the employers association in Toronto, the Toronto Typothae vehemently opposed the reduction. Besides the Typographers, the Pressmen and the Bookbinders were very predominant in this struggle. However, due to a lack of defense funds the two supporting unions were of little assistance.

In 1936 the Typographers, once more ordered a reduction in the work week. This time the I.T.U. wanted a 40-hour week. However, this reduction was accepted more readily. In Toronto, the union shared with

the employers the reduction in the weeks wage. So in 1936 the Typographers negotiated the first 40-hour week contract in Canada. But the battle was not victorious everywhere because the Winnipeg and Calgary locals of the I.T.U. seceded when they never received the new work week. These locals never rejoined until 1944. By 1947 most of the I.T.U. locals had succeeded in getting the 40-hour week.

The preceding history of collective bargaining brings us to the beginning of this study which is 1953. Up until this study begins there can be little doubt that the Typographers have been the toughest printing trades union for the employers to deal with. As this report progresses, it will be obvious that the same situation is also true today.

## CHAPTER V

In the following chapter, the formulation of the collective bargaining policy will be examined. Although all the printing trades unions have a strong influence in collective bargaining the actual negotiations are on a local basis. In Canada there is usually one local of each of the unions in each city. Each local union has an agreement with various newspapers and another with the local employers association and a fringe of agreements with small firms outside the association.

The international unions which handle the mechanical crafts, the Typographers, the Pressmen, the Bookbinders, the Stereotypers and Electrotypers excluding the Lithographers and Photo-Engravers have a collective bargaining policy that is very similar. Locals of all four unions must have their agreements approved by the International. Also the "general laws" are the unilateral policies of the union which employers are presumed to abide by as a condition of using union workers. After so many locals make a certain gain in collective bargaining the international union passes a "general law" that after a certain date, a contract can not be signed by the local unless that specific provision is included.

Union unilateralism has been most pronounced in the case of the I.T.U. Its "general laws" are subject neither to negotiation nor to arbitration. The employers often seek arbitration of new contract terms and the Pressmen's union has been willing to experiment with this. The Bookbinders are also more lenient with regard to their "general laws"

Since the provisions of the "general laws" of the four printing trade unions restrict the area of collective bargaining, the main laws should be noted.

#### INTERNATIONAL TYPOGRAPHICAL UNION

1. There can only be one foreman in the composing room, and he has the sole power to hire and discharge.
2. The foreman must be a member of the union.
3. Only journeymen and apprentices may be employed.
4. Discharge is limited to incompetency, neglect of duty, and violation of office rules.
5. No more than five days shall constitute a regular work week. Over-time shall be paid at no less than time and one-half.
6. No piece work or bonus scales may be established.
7. The Union's International Laws may not be submitted to arbitration.

The I.T.U. laws also determine the conditions of employment, the use of reproduced material and the control over all composing room work.

All union employers are ordered to accept all the provisions of the I.T.U. law. Any dispute about an interpretation of such laws between an employer and his employee is to be appealed within the structure of the union.

The I.T.U. laws have gained the Typographers the most complete control over job conditions in the world, as the job belongs to the man rather than the employer. No person not a member of the I.T.U., and this includes the employer, may be on the floor of the composing room during working hours.

INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION OF NORTH AMERICA

1. All local wage agreements shall not exceed a period of three years in duration
2. All contracts entered into by a local union shall have a provision therein reserving to the members of the local union the right to refuse to execute any struck work.
3. Overtime shall be computed at the rate of at least time and one-half.
4. Under no circumstances shall any local permit to have its present hours of labor increased.
5. No member of a local pressmen's union shall be allowed to feed his own press nor shall he perform any work in the nature of making ready or preparing a press to produce any printed product without an assistant.
6. In the event of a decrease in the force of any pressroom, such decrease shall be accomplished by discharging first the person or persons last employed. In the event of increase the persons displaced shall be reinstated in the order discharged.
7. If a foreman employs a non-union man in preference to a local member he is subject to suspension.
8. Where two or more locals are in the same jurisdiction, all such locals must be party to the contract with the employers.
9. Members must seek employment in jobs via foremen; if they approach the employer for a position they are fined for the first offense and may be expelled on the second offense.

The Printing Pressman also have work rules which regulate the maximum hours and days per week, restriction on running more than one edition a day by members and a ban on transfers from one shift to another except in an emergency or with employee's approval.

INTERNATIONAL BROTHERHOOD OF BOOKBINDERS

1. All shops in the I.B.B. jurisdiction where labour-saving machines are doing the work of bookbinders, union bookbinders shall be employed to operate them.



2. No person shall be eligible as a learner on machines doing bookbinding work who is not a member of the Brotherhood.
3. No member of a local union shall be allowed to operate a machine where a deadline is imposed on the operator by the employer. The Bonus system is outlawed.
4. All local union contracts shall contain an arbitration clause. This is to apply to disputes over contract clauses.

The I.B.B. also regulates overtime, maximum hours and days and perhaps the most important laws stress the proper manning of machines. All plans to provide sick, out of work or death benefits or any other form of benefit for the members are the responsibility of the local union.

#### INTERNATIONAL STEREOTYPERS' AND ELECTROTYPERS' UNION

1. Any superintendent, assistant superintendent, foreman or assistant foreman having charge of/or supervising the work of any union stereotype and electrotype department must be a member of the union.
2. Foreman shall not designate any particular day or how many days a man shall work in one week.
3. Foreman has the right to employ journeymen or apprentices and may discharge only for certain stipulated practices.
4. Recognition of priority in reductions of work force.
5. Local union makes regulations limiting the number of apprentices.
6. A regular shift shall not exceed 7½ hours a day, A member is not obligated to work over 5 days a week.
7. Many rules on manning of machines.

From examination of the main "general laws" of four of the international unions in the mechanical crafts it is quite obvious that the internationals have a fair number of binding constraints on the

local union's collective bargaining. These four unions also have other influences on the local collective bargaining with their recommendations, resolutions, proposals and suggestions.

The International Typographical Union issues a "Bulletin" once a month to the officers of the local union. It contains Executive Council decisions, wage scale increases and other statistical data for use in negotiations. The collective bargaining policies of the I.T.U. are also put forth in the I.T.U. resolutions which the locals are asked to give special consideration to in their contract proposals. Some of these resolutions must be put in contract proposals as the I.T.U. demands this before a local can negotiate with the employer.

The resolutions for the year 1967 are the following:

1. Reduction of the work-week
2. Job protection clauses to protect jobs of members employed at the time of the introduction of computers.
3. Share of savings resulting from new technology.
4. Provision for employer-financed training of members whenever new technology is introduced.
5. Assurance of I.T.U. jurisdiction over all composing room equipment.
6. Improved severance pay provision; 30 days is objective.
7. Increased time for vacations, holidays, sick leave, jury service.
8. Employer-financed industrial pensions to supplement present union pensions to encourage eligible members to retire earlier.

From this list of eight resolutions of the International Typographical Union there can be little doubt that automation is a prime issue with the Typographers.

It should be noted that the internal politics of the I.T.U. also affects the collective bargaining policy of the local union. The fact that the membership has a choice between the two parties has meant sharp reversals in collective bargaining goals pursued by the international union. Through the history of the I.T.U. the two parties have represented either the militants or moderates and the union's goals have reflected the membership's choice.

The International Printing Pressmen and Assistants' Unions, as opposed to the I.T.U., gives no direction with regards to what the locals should demand.

The International Brotherhood of Bookbinders have all the International's suggestions and bargaining goals put in a standard form contract. This is more or less the guidelines the international wants the local to follow. However, it is not mandatory that the local follow this specimen agreement. Perhaps the two major goals of the Bookbinders are the shorter work week of 35-hour and to make sure that the bindery machines are manned properly. Jurisdiction over all bindery work is also a must.

The fourth International Union, the International Stereotypers' and Electrotypers' Union also has a number of recommended policies which it wishes the Canadian locals to follow. The 1967 recommendations are:

1. All locals seek to establish a uniform scale of wages for all members engaged in the electrotyping branch of the industry.
2. That local unions proceed to take rubber plate jurisdiction.
3. To advise local unions not to sign "No Strike" Clauses in contracts.
4. To insert a clause in contracts to refuse to cross picket lines and to refuse to handle unfair goods.
5. To invite representatives of all printing trade unions to set up a survey and fact-finding board, for reporting on the extent of automation and the effect on the future of the trade.

So far we have neglected to mention the fifth international union in the mechanical crafts. The reason for this is that the Lithographers and Photo-Engravers' International Union has a procedure of influencing the local's collective bargaining which is quite different. To begin with the other four international unions used their "general laws" but the L.P.I.U. does not have these laws. Instead the L.P.I.U. relies on Contract Conferences. However, it should be noted that like the other mechanical crafts all proposals for collective bargaining negotiations are to be approved by the International President prior to their final adoption by the membership and presentation to any employer.

The Lithographers, prior to the merger, had the Contract Conferences as part of their collective bargaining structure but the Photo-Engraver locals have just recently started to co-ordinate their approach to contract negotiations. These conferences prepare the local

leaders for forthcoming contract talks. The L.P.I.U. has been very successful in compiling figures and co-ordinating the bargaining of their locals. The union has a "Red Book" summary of wages and working conditions prepared by an economist in their contract department and considerable time to the technique and strategy to be used by local negotiators at the bargaining table.

Before the merger in 1964 the photo-engraver co-ordination depended on regional conferences as a lack of finances barred the national conferences. Now that both locals have this co-ordination of bargaining, the unions will come closer together but the L.P.I.U. by no means has contract uniformity. These policy conferences are just to bring the locals closer together in their contract proposals. For instance, at the 1966 conference it was decided that all locals should request training funds. Some of the goals suggested at recent policy conferences are:

- . Reduction of hours.
- . To establish relative equality of wages in all shops.
- .. Four weeks vacation after one year of service; nine paid holidays.
- .. Early retirement plan to be created on a national basis.
- . Maximum uniformity between photo-engraver and lithographer contracts.
- .. To reduce the number of contractual job classifications for the elimination of wage inequities.
- . Jointly administered health and welfare financed plans for photo-engraver locals.



8. Shift pensions from flat sum contributions to percent payment.
9. Overtime penalties as doubletime is not enough of a deterrent.
10. The photo-engraver locals want wage and working condition parity with members in the United States.

All the various policies of the conferences are placed in a standard form contract. This contract states both what is considered necessary and what is considered desirable.

The photo-engraver philosophy previously had been to increase wages and buy their own welfare benefits but the photo-engraver locals are now following the lithographer policy of making employers pay for fringe benefits on which members do not have to pay income tax.

Therefore even though the L.P.I.U. has no "general laws" the influence of the International on the collective bargaining policies of the local is quite substantial. Besides the policy resolutions, the standard form contract and the approval of contract proposals by the International President prior to their adoption by the membership, the International President or any representative appointed by him has the opportunity to appear before a local prior to adoption of collective bargaining proposals.

The last international union to be examined is the white collar group, the American Newspaper Guild. Like the L.P.I.U., the American Newspaper Guild does not have "general laws" which the locals must follow in their collective bargaining contracts.

However, the local must have permission of the International Executive Board before it signs an agreement. If a local signs the contract without permission of the I.E.B. stiff sanctions are imposed on the future bargaining conduct and the local is denied delegates to the convention. The Convention composed of delegates of the locals is a supreme authority except if the membership overrides an act of the Convention. The 1967 Convention has resolved tougher bargaining as its major policy. At the Convention the International Executive Board is elected. The I.E.B. then elect a contract Committee of five members, at least two of whom are members of the I.E.B.

The duty to bargain collectively rests with the governing body of the Local and the results of its negotiations are subject to ratification by the bargaining unit. Not fewer than three persons, designated by the Local or the I.E.B. should be members of any contract negotiating committee. Also all contract proposals must be submitted to the I.E.B. Contracts Committee at least fifteen days in advance of submission to the employer. If the proposals of the Local are in conflict with the A.N.G. Collective Bargaining Program the Local must make changes in terms of its contract proposals as recommended by the I.E.B. Contracts Committee.

Without specific permission of the I.E.B. no contract shall:

1. Fail to provide for the Guild Shop, Severance Pay, adequate Job Security not more than a five-day 35-hour week.
2. Fail to provide for the incorporation of the full amount of any general increase in the new minima.

3. -Contain a no strike clause.
4. Be for a term of more than two years. This applies to the entire contract.
5. Fail to provide, in cases where the contract duration is for two years for either a mid-term wage increase or for a reopening on wages.

Agreements with press associations, feature syndicates or news photo agencies "of national scope" are negotiated only by the I.E.B. and ratified by the members involved. Units on a chain of newspapers may also agree to have negotiations conducted by the I.E.B.

The Guild locals do not stand alone at the bargaining table as they have the support of A.N.G. Collective Bargaining Department. A wealth of bargaining material is made available to the locals. This includes clause studies, wage studies, profit studies, payroll data and many more tables. A Canadian Model Contract is also given to Canadian locals as a guide in expressing the intent of the Collective Bargaining Program and the Convention Recommendation on Collective Bargaining. At present there is 26 recommendations which are RECOMMENDATIONS on various contract subjects adopted by successive Conventions. There are also 26 provisions of the Collective Bargaining Program which must be included in contract proposals. These are close to "general laws" as they are the minimum basic contract goals of the Guild.

Now that the way in which A.N.G. formulates the collective bargaining policy has been examined, the goals which this policy puts forth will be looked at. One of the major objectives of A.N.G. is to

have wage equality for Reporters, Display Advertising Salesmen and Classified Outside Salesmen. Some of the objectives are in the 1967 I.E.B. recommendations. These include:

1. That A.N.G.'s wage goals be advanced.
2. Renewed efforts to establish parity for outside classified salesmen and circulation district managers with other key classifications (The I.E.A. notes this is a proposal required of all locals).
3. Continued efforts to wipe out discrimination against women, usually most apparent in pay for women's news reporting.
4. Continued efforts to achieve job protection through
  - (1) adequate jurisdiction clauses, including protection against contracting out work, and
  - (2) through prohibiting job fragmentation
5. Continued efforts to achieve bans on dismissals resulting from introduction of automation and other new methods, for notice of such introduction and for job retraining at employer expense.
6. Continued efforts to bring members the benefits of shorter hours, more holidays longer vacations, greater severance pay and better pension plans.
7. That local pension plans be brought under A.N.G.'s Commingled Pension Trust for higher return and lower cost.

Of these seven recommendations the most important is the drive for better wages. A.N.G. has a slogan at the present time which is called the \$200 OR BETTER CLUB. To belong to this group a local must have reporters which make 200 or more dollars a week. A.N.G. also wants the number of long-term contracts to decrease but in spite of this goal the contract length is on the increase. A.N.G. refuses to approve contracts which are for more than three years.

Therefore the American Newspaper Guild also has a considerable influence on the collective bargaining policies of the local union.

By looking at the six International unions in the printing trades there is a clear division in how the collective bargaining policy is formulated. The Typographers, the Printing Pressmen, the Bookbinders and the Stereotypers and Electrotypers all use "general laws" to enforce certain policies while the Lithographers and Photo-Engravers and the American Newspaper Guild rely more on recommendations. However, since all the printing trades unions require that the local must have the approval of the International the influence of the International is strong in all of the six International Unions.

The bargaining situation in the Printing industry is somewhat unique as the convention-framed "general laws" of the unions remove certain so-called fundamentals from the area of collective bargaining. The existence of these laws demonstrate the superior bargaining power of the printing unions. The I.T.U. has been the primary investigator of these rules and the Typographers have held their rules firmly. There is vehement employer opposition to the "general laws" but it has all been to no avail.

With increasing job losses due to changing technologies shifts in emphasis occurred over the period in major issues in negotiations. Job security measures and other adjustments to mechanization supplanted wages in several settlements.

In the preceding pages, the way in which collective bargaining policy is formulated by the printing trade unions and the recommendations



and resolutions which flow from this policy have been examined. There can be little doubt that although the actual negotiations are carried out by the local union the International union has a considerable influence. Looking back upon the resolutions and recommendations of the various printing trades unions the concern with job protection is overwhelming.

Automation is definitely one of the issues which has been becoming more and more important over the last fifteen years. All the union and management officials are finding this problem is now one of the issues of paramount importance.

The seven printing trade unions are attempting to solve this problem and all of them are using the standard remedies of press manning, early retirement, severance pay, the guaranteed annual wage, unemployment benefits, careful timing of labor-saving innovations to coincide with business upswings, profit sharing and shorter hours. However, the latest solution is the retraining program. The only major problem of the unions in this regard is the management claim that programming requires an engineering degree.

In 1955, the I.T.U. began to realize the value of a training school and so the "I.T.U. Training Center" was erected in Indianapolis, Indiana. By 1961, the Typographers saw that the facilities needed to be expanded so a larger center was built at the I.T.U. headquarters in Colorado Springs, Colorado. Besides, the new training center the I.T.U. has been combatting the new technology by instituting computer language

in contracts. The I.T.U. wants jurisdiction of all methods or processes in the composing room and they feel that the three million dollars training center will help them gain this goal.

The employer-financed pensions to supplement the present I.T.U. pension is also an outgrowth of automation. The I.T.U. wants earlier retirement to provide job opportunities for the younger workers. At present each I.T.U. member contributes 50 cents per month for the "Union Printers Home" for aged typographers. This home has been in operation in Colorado Springs since 1892 and represents a total expenditure of over 26 million dollars.

The Printing Pressmen, the Bookbinders and the Stereotypers and Electrotypers have also emphasized job protection in more recent years. The Printing Pressmen have provided a program of trade education for their members for over 50 years but their finances prevent them from expanding the facilities. As the Bookbinders and the Stereotypers and Electrotypers are involved in merger talks the training facilities of the other unions are a prime consideration in merger. Since the Stereotypers are declining in membership at all times, assistance for retraining is needed more than ever.

The Lithographers and Photo-Engravers Union is attempting to have the other printing trade unions join the L.P.I.U. ranks and therefore the training facilities are an important consideration. The Canadian locals have been very successful in getting training funds.

In the 1965 contract between the lithographers and the Canadian Lithographers' Association (C.L.A.), a comprehensive training program was won by the five eastern Canadian locals. The Canadian Lithographic Institute was to be financed by a joint trustee fund into which employers would pay 50 cents per employee in C.L.A. plants per week.

There is the L.P.I.U. Ottawa and Hull Training Institute for lithography which gives the student members a skilled working knowledge of new techniques and equipment. The Ottawa school which uses the facilities of the Canadian Government Printing Bureau in Hull is jointly administered by representatives of L.P.I.U. local 224 and the Lithographic employers in the Ottawa and Hull area.

Two more branches of the Canadian Lithographic Institute have also been opened in Toronto and Montreal. The Montreal L.P.I.U. school uses the multimillion dollar facilities of the Graphic Arts Institute of the Province of Quebec.

The London and Hamilton locals will also start their schools in the near future. At present, Hamilton is in the process of training instructors and London is using the JM facilities.

The Vancouver L.P.I.U. local is also obtaining a training center. Recently, the B.C. Lithographers' Association (B.C.L.A.) met with the Vancouver local to discuss the craft training and retraining program. At present the B.C.L.A. and the L.P.I.U. locals are paying into the fund at the rate of 50 cents per worker per week. There is now \$13,000 of accumulated training funds.

Therefore there is little doubt that the Canadian locals of the L.P.I.U. have been very successful in obtaining training facilities to fight automation.

The maintenance of a school, the services of which are available to employers will result in increased productivity which will lead to higher wages. The fullest co-operation between labour and management is needed in obtaining these schools for the printing trades. A report recently completed by Professor Doxey of York University, Ontario also substantiates this conclusion.<sup>1/</sup>

In local negotiations, the unions have not opposed the introduction of new processes but have welcomed these techniques. This is perhaps the best start that the unions could offer in co-operation.

In the preceding chapter, the major policies of the printing trade unions have been examined. The one policy of job security has been looked at in more detail as it is becoming increasingly important.

1. unpublished report.





## CHAPTER VI

In the following chapter the bargaining situation in each of the major cities in Canada will be examined. Each city has one main contract which sets the pattern for the other agreements in the city. This one contract in each city will be examined by starting in Montreal and continuing across Canada until Vancouver is reached. Perhaps a table which lists the parties to the agreement and the number of employees covered under each contract may be used as a guide in discovering the Canadian bargaining situation.

TABLE VI

NUMBER OF EMPLOYEES COVERED BY AGREEMENTS  
SIGNED BY ASSOCIATIONS

<u>ASSOCIATIONS</u>	<u>I.T.U.</u>	<u>I.P.P.</u>	<u>I.B.B.</u>	<u>L.P.I.U.</u>	<u>I.S.E.U.</u>	<u>C.S.N.</u>	<u>TOTAL</u>
1. E.P.A.	508	650	300	—	—	—	1,458
2. A.M.I.	—	—	—	—	—	368	368
3. C.P.I.	1,200	700	1,700	276	175	—	4,051
4. C.L.A.	—	—	—	1,800	—	—	1,800
5. H.G.A.A.	70	75	28	—	—	—	173
6. W.G.A.A.	200	200	125	—	10	—	535
7. S.G.A.A.	93	31	30	—	—	—	154
8. C.G.A.A.	76	95	75	—	—	—	246
9. E.G.A.A.	120	98	42	38	—	—	298
10. F.L.A.	—	—	—	225	—	—	225
11. B.C.P.A.	—	—	—	46	—	—	46
12. B.C.L.A.	—	—	—	579	—	—	579
13. B.C.G.A.A.	150	60	200	—	—	—	410
14. V.G.A.A.	45	55	44	—	—	—	144
							<u>10,487</u>

1. 3 employers negotiate together
2. 4 employers negotiate together

Earlier in this paper, in Table V, a description of the number of firms in each association and the number of firms for which the association negotiates a collective agreement was given. This table might also be used when examining the bargaining situation.

From Table VI it can be seen that the total number of employees covered by the pattern setting agreements is over 10,000. As about 30,000 employees are covered by collective agreements in Canada around one-third of the employees are under the pattern setting agreements.

The first city to be examined is Montreal which has two major agreements because of the English-speaking and French-speaking population.

The first set of agreements is signed by the English-speaking Employing Printers Association. This association has three collective agreements, the Typographers, the Pressmen and the Bookbinders. These agreements set the pattern for the settlements in Montreal and Ottawa. Some effort is made on the part of the unions to maintain the same conditions with plants outside the E.P.A. One interesting fact about the E.P.A. is that members of the Union Employers' Section must sign a proxy acknowledging the fact that they will accept the contract negotiated by the chairman. This is different from most of the employers associations where members are free to withdraw if they are displeased with the negotiated contract. Another interesting point about this agreement is that in the negotiations three years ago, the E.P.A. presented its model contract to each of the unions. This worked particularly well for the E.P.A. and therefore it may mean a new plateau in bargaining. Before this

model contract, the union would present their demands to the employers and the employers would maybe give an offer of half the amount which the union would accept. However, with the model contract negotiations have changed. For instance, suppose the unions are receiving nine paid holidays and they request twelve. The E.P.A. then shows its model contract which states that the majority of the unions receive seven statutory holidays. Therefore, both sides agree to leave the number of holidays at nine. The figures for the E.P.A. model contract come from the research department of the P.I.A. It should be noted that the I.T.U., which has an extremely tough bargaining policy, always negotiates with the E.P.A. first and therefore these negotiations set the pattern for the other two agreements.

The second Montreal association is the French-speaking Association des Maîtres Imprimeurs, which negotiates one collective agreement with the Printing Federation. The A.M.I. agreement covers all types of printing employees, the Typographers, the Bookbinders, the Electrotypers and Stereotypers and the Lithographers and Photo-Engravers. The A.M.I. feels that labour relations between the Printing Federation and the A.M.I. are better than relations between the other associations and the International unions. It should be noted that the Secretary of the C.S.N. and the manager of the A.M.I. negotiate this agreement. The local union has nothing to do with the negotiations. The members of the A.M.I. are the smaller firms in Montreal and for this reason this agreement is not on par with agreements negotiated by the International unions. The employees of the Printing Federation receive lower wages than the employees who belong to the International unions.

There is an understanding that the members of the A.M.I. with the largest firm of 110 employees cannot afford to pay the high wages.

The two associations in Montreal are in contact with one another constantly but this is not to make the two agreements uniform. As the larger employers in Montreal belong to the E.P.A., and the smaller employers belong to the A.M.I. Also neither negotiates with the same union.

Although Montreal sets the pattern for Ottawa the situation may not be this way very much longer. The employers in Ottawa are now meeting in informal talks. There is speculation that the employers may form an association according to the Graphic Arts Industries Association. At present the employers are meeting in the G.A.I.A. office. However, since the employers have been competitors all along it is difficult for them to trust each other. The unions are also showing more co-operation. The printing unions at the Ottawa Citizen recently stopped work in support of a work stoppage by the Pressmen at the paper in protest against the Pressmen's president during negotiations. Later the unions persuaded management to reinstate the fired union leader and submit the dispute to arbitration.

A month later, all unions of the Ottawa Citizen held a mass meeting to consolidate planning and discuss common problems. This is the first such meeting of its kind in Ottawa's history. This meeting took place after the Guild, Pressmen, Stereotypers and Mailers had all taken strike votes in their bargaining with the Citizen and the Journal. The Ottawa District Labor Council also pledged its support of the unions if they were forced to strike.

In Toronto, the Council of Printing Industries sets the pattern of agreements. The association signs five collective agreements, the Typographers, the Pressmen, the Bookbinders, the Lithographers and Photo-Engravers and the Stereotypers and Electrotypers. Up until recently, there were two Bookbinders locals but the two locals have not amalgamated into the present local number 28. The Local number 28 now covers some 1,700 Bookbinders and 40 binderies in the Toronto area. The member firms of the C.P.I. are mostly the larger firms in Toronto. Therefore firms which employ large numbers of workers belong to the association. After the negotiating committee of the C.P.I. reaches a tentative agreement the agreement is voted upon by the member firms. If one firm will not accept the contract it means this firm is prepared to strike.

In Hamilton, the main agreements are signed by the Hamilton and District Graphic Arts Association. The association signs three collective agreements: the Typographers, the Pressmen and the Bookbinders. The nine member firms of this association are the larger firms in Hamilton and therefore the agreement set the pattern. A new pattern of negotiations is being set up in Hamilton as the Typographers, the Pressmen and the Bookbinders have formed a co-operative effort. While negotiations were carried on separately, each union went in with the same proposals and kept each other informed of developments. This was quite a change from previous negotiations where each union went its own way. This new liaison was brought about by the revival of the Hamilton Allied Printing Trades Council.



Windsor is especially interesting now as plans are being made to negotiate the next contract with all unions negotiating together. In 1964 the Union Shop Employers got together for the first time to negotiate jointly. Previously each shop negotiated separately.

This completes the study of the main collective agreement in Eastern Canada. Western Canada also has some pattern setting agreements in each of the major cities.

The first of these is the agreements in Manitoba between the Winnipeg Graphic Arts Association and four of the international unions. The four unions are the Typographers, the Pressmen, the Bookbinders and the Stereotypers and Electrotypers. This is one of the larger associations in Western Canada and its collective agreements cover 535 workers and 24 firms. It is interesting to note that the 24 firms produce 70 percent of the output in Manitoba.

In Saskatchewan, there is the Saskatoon Graphic Arts Association which signs three agreements with the international unions. The unions are the larger international unions: the Typographers, the Pressmen and the Bookbinders. This association is very small compared to any of the other associations as it has only three member firms and covers 154 employees. However, the negotiations are noticeable as the Pressmen, the Typos and the Bookbinders negotiate jointly and are committed to support each other even to the extent of strike action. As a direct result of this solid front the contract has an important effect as far as setting a pattern for Western locals.

The Province of Alberta has two Graphic Arts Associations, one in Calgary and the other in Edmonton.

The Edmonton Graphic Arts Association which sets the pattern for Edmonton signs four collective agreements. The four unions involved are the Pressmen, the Typographers, the Bookbinders and just recently the association signed a contract with the Lithographers. The manager of the C.G.A.A. noted that although the association is sixty years old, it has become increasingly strong since 1953. Of the four unions which negotiate, none of the agreements pave the way for the other unions as all the agreements expire at the same time.

The other printing association in Alberta is the Calgary Graphic Arts Association which has also become stronger in recent years. Also like the E.G.A.A. the C.G.A.A. has all of its contracts expire at the same time. However, the C.G.A.A. only negotiates with the three larger international unions, the Typographers, the Pressmen and the Bookbinders.

It should be noted that all the Prairie Graphic Arts Associations meet once a year to discuss bargaining strategy. The E.G.A.A. and the C.G.A.A. are particularly close as both associations attempt to make the same concessions. Since the two associations are so close they must co-ordinate their wages, hours and fringe benefits.

British Columbia also has a Graphic Arts Association with the three larger printing unions. However, all three contracts expire at different times. The Typographers again set the pattern. The B.C.G.A.A.

covers about 40 percent of the firms in the Vancouver area so there can be no doubt that it sets the pattern of agreements in Vancouver.

By looking at the Graphic Arts Associations across Canada the pattern of agreements for the Typographers, the Pressmen, the Bookbinders and in some cases the Stereotypers and Electrotypers are discovered. However, the Lithographers and Photo-Engravers have not been mentioned. Since the lithographer and photo-engraver employers have formed their own associations the pattern setting agreements for the lithographers and photo-engravers must be studied separately. Of the Graphic Arts Associations only the C.P.I. and the E.G.A.A. negotiate with the lithographers.

The Lithographic Employers Associations are divided into three groups. First, the Canadian Lithographers Association (C.L.A.) which sets the pattern for lithographers in Eastern Canada. Secondly, there is the Prairie Lithographers Association (P.L.A.) which sets the pattern for Manitoba, Saskatchewan and Alberta. The third association is the British Columbia Lithographers Association (B.C.L.A.) for British Columbia. These associations are completely independent. The only common bond is that all three associations have the same pension plan. The pension plan of the lithographers is fully employer paid. This arrangement was put forth in the 1953 collective agreement and negotiations do not reopen on this clause until 1973.

The Canadian Lithographers' Association negotiates one collective agreement with the lithographers in five eastern Canadian cities. The C.L.A. negotiates for the larger employers in Toronto,

Hamilton, London, Ottawa and Montreal. A special labour negotiating committee of six to ten employers is elected to bargain with the five lithographer locals. After a tentative agreement is reached the contract is sent back to the member firms so they may vote whether to accept it or not. Each employer is given one vote no matter how many employees work in his plant. Two of the 60 firms which belong to this association negotiate their own collective agreement because each feels he can do better by individual bargaining.

The five eastern Canadian L.P.I.U. locals have a co-ordinated negotiations program. In June 1966 the Winnipeg local also joined the talks as an observer for L.P.I.U.'s western Canadian locals. The feasibility of both eastern and western Canadian locals meeting together in the future was discussed. The Canadian policy conference in Eastern Canada is one of the best examples of co-ordinated bargaining in the Printing industry.

Since the bargaining set up covers such a wide area the C.L.A. has three labour relations committees which are kept separate from the negotiating committee. One labour relations committee is for Ontario, a second for Quebec and the third is a joint committee composed of members of the other two committees. The Ontario and Quebec labour relations committees deal with local problems. The Joint Executive Committee deals with problems which affect the whole industry. The unions meet with these committees to solve common or individual problems.

It should be noted that before the C.L.A. agreement is ratified it is sent to the C.P.I. so that the latter association

will see the settlements it must face. The C.P.I. also performs the same service for the C.L.A. This interchange of information between the two associations in Toronto has only developed recently.

The second lithographers association is the Prairie Lithographers' Association (P.L.A.) which selects a committee of three employers to negotiate one collective agreement which covers the lithographer locals in Edmonton, Saskatoon and Winnipeg. The P.L.A. membership is mostly the larger firms in the three cities.

The last lithographers association is the British Columbia Lithographers' Association (B.C.L.A.) which sets the pattern of agreements for Vancouver. All the large lithographic employers in Vancouver are members of this association. The association and the lithographer local in Vancouver negotiate the agreement. If the employer is satisfied he may sign the agreement and if he is not satisfied he negotiates his own agreement. The association sends two employers to the bargaining table and the union also sends two representatives. Both the union and the association recommend this kind of bargaining as with too many negotiators the bargaining becomes a battle but with few negotiators "you can get down to the basic issues".

Next we must look at the Photo-Engravers. There used to be a Photo-Engravers Association in Toronto but this group is now part of the Council of Printing Industries. At present, there is only one Photo-Engravers Association in Canada.



This is the British Columbia Photo-Engravers Association which covers the photo-engravers in Vancouver. This is a fairly small association as there are only five member firms. However, this agreement still sets the pattern of photo-engravers agreements in Vancouver.

The L.P.I.U. photo-engravers in Eastern Canada met together for the first time on September, 1966, to plan the closest possible co-ordination. Participants included Toronto, Montreal, Ottawa, Halifax, Hamilton and London. The photo-engravers are using as a model the eastern Canadian lithographer locals who have had co-ordinated bargaining since 1947.

So far we have examined the situation across Canada with regard to the five international unions of the mechanical crafts. The American Newspaper Guild has not been mentioned as this union does not deal with any of the pattern setting associations. Also all the Guild locals in Canada bargain separately. Although the American Newspaper Guild encourages the locals to co-ordinate bargaining, the Canadian locals have not done so. In the United States, A.N.G. has had more success with regard to co-ordination.

There can be little doubt that there is a trend in Canada toward co-ordinating negotiations either between locals in the case of the Typographers, the Pressmen and the Bookbinders or within unions in the case of the Lithographers and Photo-Engravers. All the international unions encourage merger within their own jurisdiction. It also seems that the employers are beginning to form multi-bargaining

Units as is the case in Ottawa and Windsor. Most of the employers associations state that their membership is either stable or increasing especially in the Union Employers Section of the association.

Employer co-operation is more difficult than union co-operation because of the differences in markets and the extent to which price increases affect these markets, differences in labor cost as a proportion of total cost and acute competition between firms for markets and for scarce labor. Also, if an association gives a concession which is too big a marginal firm who is a member may go bankrupt.

Another difficulty in employer co-operation is that the rates of pay and working conditions in Canada, particularly the major printing centers, are watched closely by unions and employers alike. However, it should be noted that there is a split in that Eastern Canada conforms to certain standards and so does Western Canada but the contact between east and west is very limited. If employers in Western Canada have a favourable wage differential they will argue for local determination of wage rates. This kind of action is a deterrent to a national association of employers.

The last point to be made against national associations is that there is no general agreement among employers that a strong national association, vested with power to bargain with respect to some or all issues, is desirable. The general attitude is that local associations can do a much better job. The mutual suspicion and distrust is a formidable deterrent.

There is even trouble with regard to regional associations holding together. Since the industry is highly competitive a defection of an employer from an association could bring complete disintegration. The unions believe that in a real crisis the employers in the regional associations would never stand together for any period of time. However, this is only speculation.



## CHAPTER VII

Now that the way in which the collective agreement in the Printing industry is negotiated by management and union has been examined, other relationships that supplement this agreement must be explored. For instance, there are grievance procedures and joint labor-management committees. Systems such as this help to eliminate the so-called 'crisis' collective bargaining and reduces the need for conciliation services and strikes.

The grievance procedure is often a formal plan specified in the agreement. It provides a channel for the adjustment of grievances through discussions at progressively higher levels of authority in the company and the unions.

The I.T.U. has a grievance procedure within the union which is fairly rigid. In all offices in which three or more members of the union are employed a chapel must be formed and a chapel chairman elected. The chapel chairman is a representative of the local union and any violation of union law or provisions of the contract is to be reported to the local union. The chapel chairman is not subject to any intervening action by the chapel but is directly responsible to the local union. However, the chapel chairman does not have the authority to interpret, apply or consider on appeal any matter involving local or International laws or provisions of local contracts, except appeals from discharge when provided by contract.

In grievance cases, the workers contact the chapel chairman who enforces an almost traditional body of work regulations which provide



little occasion for basic conflicts between union and management over interpretation. All union employers must accept all provisions of I.T.U. law. Any dispute about an interpretation of such laws between an employer and his employees can be appealed only within the political structure of the union. For example, if an employer wishes to discharge a man with priority standing and the local union objects the employer can appeal the decision of the local union to the International Executive Council.

Most of the other printing trade unions also have a chapel chairman but his power and duty are the responsibility of the Local. The chapel chairman, steward or unit officer watches over the affairs of the Local within his major contract division. He requires compliance by the members with their obligations of membership and by the employer with the terms of the collective agreement and the laws and policies of the International and the Local determines the procedure for disposition of the dispute including delegation of its authority to a committee. The only exceptions to this are the I.S.E.U. and the I.B.B. who have no shop steward, chapel chairman or unit officer. These two unions have the local officers take care of the disputes.

Since in most cases, grievance procedures in the Printing industry are decided at the Local level each collective agreement must be examined in order to arrive at the extent of grievance procedures in the printing trades. However, since the main pattern setting agreements are signed by the aforementioned employers associations, a study of these agreements may give a fair indication of the number of grievance procedures.

Out of the 36 collective agreements signed by the printing employers' associations 20 have a Joint Standing Committee to handle any conflict over interpretation of the agreement and other matters which produce a dispute between union and management. Of the remaining 16 agreements 11 have a formal grievance procedure and five have no provision for settlement of grievances.

The Ontario Department of Labour has also done a study on joint labour-management committees in collective agreement in the Printing industry.\*\* Out of the 153 collective agreements on the Printing industry in Ontario 33 agreements have provisions for joint committees. It is worth noting that 10 out of the 33 labour-management committees were set up specifically to deal with technological change and the other 23 were to adjudicate on matters emanating from a conflict on various clauses in the collective agreement.

The Lithographers have a standard clause in their agreements:

"An local labour-management committee of equal representation is instituted to deal with local application of the terms of the collective agreement."

AND

"An executive labour-management committee of equal representation is instituted to determine questions of general industrial policy."

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\*\* Alan Minsky - Ontario Department of Labour Economics and Research Branch

Of all the relevant issues, only wages and manning are treated by the committee on technological change and questions of seniority, dislocation, transfer or redundant workers and severance pay are left unmentioned.

TABLE VII

DEPICTS THE CORRELATION OF THE TWO TYPES OF COMMITTEE IN  
TERMS OF THE SIZE OF THE BARGAINING UNIT AS A VARIABLE

<u>Size of Bargaining Unit</u>	<u>Labour-Management Committee on Technological Change</u>	
	<u>With Change</u>	<u>Without Change</u>
1 - 14	6	11
15 - 24	0	3
25 - 49	1	5
50 - 99	0	1
100 - 199	0	1
200 - 299	1	0
300 - 399	0	0
400 +	2	2
TOTAL	10	23

In table VII we see that 60 percent of the 10 technological change committees are in small shops of less than 15 workers in the bargaining unit. Also, 50 percent of the 23 provision committees are in shops of less than 15 workers in the bargaining unit. This is not entirely surprising when one realizes that about 75 percent of the firms in the Printing industry employ less than 15 workers.

TABLE VIII

DEPICTS THE CORRELATION OF THE TYPES OF COMMITTEE IN  
TERMS OF THE INDUSTRIAL CLASSIFICATION NUMBER i.e.  
TYPE OF PRINTING OR PUBLISHING

<u>Industrial Classification</u>	<u>Labour-Management Committee on Technological Change</u>	
	<u>With Change</u>	<u>Without Change</u>
Commercial Printing .	10	9
Engraving Stereotyping + Allied	0	4
Publishing Only	0	0
Printing + Publishing	0	10
TOTAL	<u>10</u>	<u>23</u>

In Table VIII it should be noted that 100 percent of the technological change labour-management committees are in the Commercial Printing Industry classification. Of the provision committees 45 percent are in the Commercial Printing Industry classification and about 43 percent are in the Printing and Publishing Industry classification. It should be noted that there are no joint labour-management committees in the section of the industry which only does publishing.



TABLE IX

INCIDENCE OF TECHNOLOGICAL CHANGE COMMITTEES BY UNION

1) <u>Technological Change Committees (union)</u>	<u>Number of Agreements</u>
I.P.P. + A.U.	3
L.P.I.U.	7
I.B.B.	-
A.N.G.	-
I.T.U.	-
	<hr/> 10 <hr/>
2) <u>Provision Committees</u>	<u>Number of Agreements</u>
I.P.P. + A.U.	5
I.T.U.	5
L.P.I.U.	10
I.B.B.	3
A.N.G.	-
	<hr/> 23 <hr/>

In Table IX the most startling fact is that 70 percent of the technological change committees and 43 percent of the provision labour-management committees are provided by the Lithographers and Photo-Engravers International Union. Next, is the Printing Pressmen who provide 30 percent of the formal and about 20 percent of the informal labour-management committees.

In the Council of Printing Industries any joint labour-management consultative committee instituted to discuss problems will have a representative of the company involved and the chairman of the Council of Printing Industries meet with two union representatives. Therefore in a sense the 115 member firms of the C.P.I. all have joint labour-management committees. Also, most of the unions can discuss problems with/without the contract provision for joint labour-management consultative committee. The structure of communications is more or less ad-hoc: when the need arises the parties get together.

The C.L.A. as pointed out previously has three labour relations committees to help solve disputes over the agreement and to examine local problems of labour and management.

The total number of workers in Ontario which are covered by the 33 committees is 3,043 or 27 percent of the total workers covered by the collective agreements.

It should be noted that in the United States the international unions have meetings with employers' associations to discuss common problems. For instance one joint committee is undertaking two studies. Participants in the joint committee include the labour committee of the AMPA, the L.F.I.U., the I.T.U., the I.P.P. + A.U., and the I.S.E.U. The common problems discussed at the meetings are many. The union leaders and publishers discuss radio and television competition, training programs competition from nonunion shops and manpower problems. Manpower problems are created by a rising age level. Both groups look at the selection

standards to assure that apprentices entering the industry are of desired caliber. Also, the industry wants to offer more to employees than other 'glamour' industries with higher wages and earlier raises. The joint committees also speak to government about getting more meaningful statistical information. Management can also examine the unions apprentice ratio system which has long been a sore spot of management.

The Lithographers and Photo-Engravers International Union has taken the biggest steps in promoting the informal, nonbargaining table relationships. The L.P.I.U. encourages the locals to make contacts with the employer associations. The International has been away from the bargaining table relationships with the P.I.A., A.N.P.A. and the A.P.A. (American Photo-Engravers Association).

These meetings examine problems of mutual concern. No negotiable items are to be discussed. The meetings are to discuss industry-wide problems such as declining employment or rising productivity. The L.P.I.U. also discussed such problems as the early retirement program which would be fully-financed by the employers and the establishing of uniform standards in contracts.

Also the employer associations can discuss their concern about union members' desires to share in time-saving or profits resulting from installation of new equipment. Automation and the problems it is bringing can be discussed.

In these meeting of employers and unions the ground rules for the meeting, agreed to by both sides, provided that no minutes be

kept and no formal conclusions adopted. Therefore the usual reluctance of negotiating parties to speak out did not exist. The exploring of the entire field of collective bargaining brings forth some interesting possibilities for improving labour-management relations and clarified some misunderstandings. It is interesting to note that the new training centers of the unions are influencing employers' thinking on new processes and they are increasingly interested in consulting with the unions.

The training schools increase efficiency, bring greater stability and maximum security to the industry to the benefit of management and union. These conferences help to develop the community of interest which might exist between union and management.

The co-operation in nonbargaining situations is very limited in Canada, but there is some.

The Graphic Arts Industries Association, all the international unions and members of the Federal Government departments had a meeting recently at which non-tariff trade barriers and the U.S. copyright law were discussed. The groups co-operated in making representation to the Senate in the United States and the Canadian parliament on February third of this year.

Also in Toronto the C.P.I. elected a co-chairman and the unions elected a co-chairman (representative of I.T.U.) to study training and retraining in the printing industry. These two men helped Professor Doxey of York University to gather information for a survey on this matter.

## CHAPTER VIII

So far, the negotiation of the collective agreement and the processes that supplement this agreement have been examined. It can be seen that there is a fair degree of co-operation between the unions and management. However, some degree of conflict is present in most union-management relationships. In most provinces measurement of the extent and nature of this conflict is practical only when it reaches the level at which the constraints of the Province's labour laws begin to apply.

Since over 50 percent of the printing industry is concentrated in Ontario the figures put out by the Ontario Department of Labour should be indicative of the trend in the number of disputes submitted to conciliation in Canada. The tables, however, only go as far back as 1958 but this eight year span should be useful.

Table X depicts the extent of third party involvement at the conciliation officer stage in Ontario.



TABLE X

CONCILIATION OFFICERS FOR THE YEARS 1958-65 (THE PERCENT  
OF ANNUAL TOTAL IS SHOWN WHERE IT IS 1 PERCENT OR MORE)

U. I. C.	1959		1960		1961		1962		1963		1964		1965	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
I. B. L.	6	-	7	-	3	-	1	-	4	-	1	-	5	-
I. R. I. U.	2	-	2	-	4	-	4	-	4	-	5	-	8	-
U. I. L. L.	1	-	1	-	1	-	1	-	-	-	-	-	1	-
A. S. G.	6	-	4	-	1	-	3	-	4	-	5	-	3	-
I. R. I. U. & A. U.	-	-	2	-	-	-	-	-	-	-	-	-	-	-
I. R. I. U. & A. U.	20	1.6	19	1.7	12	1.3	11	1.3	12	1.2	19	1.6	15	1.5
PRINTING TRADES U. I.	-	-	-	-	-	-	-	-	-	-	-	-	1	-
I. R. I. U.	-	-	1	-	-	-	1	-	1	-	1	-	-	-
I. T. U.	9	-	12	1.1	12	1.3	11	1.3	15	1.5	11	-	13	1.3
TOTAL	44		46		33		31		46		42		46	

REMOVED FROM THE LIST OF CONCILIATION OFFICERS IN THE YEAR 1965 - 1966

Of all the industries in Canada, the Printing industry has at the most only about three percent of the annual total of disputes submitted to the conciliation officer. Therefore the Printing industry is not particularly vulnerable to breakdowns in negotiations.

As shown by the previous table the years 1958, 1959 and 1964 had an especially high number of conciliation officers appointed. It should be noted that in all three years the Printing Pressmen accounted for almost half of the officers and if the other five years are taken into account the Pressmen again had the top figures. The Pressmen's nearest rival is the Typographers. It is interesting to note that the number of conciliation officers appointed varies directly with the size of the printing union. The only exception is the Printing Federation which although it is third in size of membership has had only two disputes submitted to the conciliation officers over the eight years concerned.

Although the number of disputes in which conciliation officers are involved is a useful indicator of troubled areas, the seriousness of a dispute can only be shown by examining the number of employees involved in the dispute.

TABLE XI

NUMBER OF EMPLOYEES INVOLVED IN DISPUTES DISPOSED OF BY  
CONCILIATION OFFICERS FOR THE YEAR 1958-65 BY UNION

UNION	<u>1958</u>	<u>1959</u>	<u>1960</u>	<u>1961</u>	<u>1962</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>
	No.	No.	No.	No.	No.	No.	No.	No.
I.B.B.	333	1,280	314	3	371	22	1,181	296
I.F.I.U.	16	1,205	1,559	208	171	1,331	324	1,652
MAILERS	5	9	6	166				50
AND	1,210	366	35	320	269	1,334	114	50
I.F.I. & A.U.	1,220	2,090	832	922	1,094	2,497	1,466	1,317
PRINTING TRADES FED.							50	35
I.S.D.U.		306		14	310	13	290	-
I.T.U.	1,112	448	181	1,398	370	1,264	955	150
TOTAL	<u>3,902</u>	<u>5,912</u>	<u>2,923</u>	<u>3,031</u>	<u>2,575</u>	<u>6,461</u>	<u>4,320</u>	<u>3,550</u>

If all industries are taken into account, at no time from 1958 until 1965 did the Printing industry have more than five percent of the annual total of employees who were affected by use of a conciliation officer.

From the previous table, the years 1959, 1963 and 1964 were particularly serious as over 4,300 employees were involved in a breakdown in labour negotiations. The year 1963 can be separated as the worst year as far as breakdowns in labour negotiations are concerned. The reason for this high number is the A.N.G. and the I.P.P. + A.U. which both have an all time high in 1963. The Printing Pressmen can be singled out for being the union which has the most employees involved in disputes as in five out of the eight years examined the I.P.P. + A.U. has the top figure.





## CHAPTER IX

If conciliation fails the next step is the strike or lockout. All five of the International Mechanical Craft have a certain process which the local must follow if it wishes to go on strike. Strikes may be called by three-fourths vote of the local after approval of the Executive Council. Approval of the International is required for calling or settling all strikes. Strikes are declared at an end by a majority vote of the members involved.

The International Typographical Union has an extra clause added to the standard form which states that if a strike occurs without the sanction of the Executive Council, the latter condemns the strike and protects all members who remain at work. The International Brotherhood of Bookbinders also have a clause which specifies that if a strike is not authorized the local shall not receive strike benefits.

The white collar union, the American Newspaper Guild, has a different system. Strikes may be called by the governing body of the local with the consent of the unit involved. The International Executive Board may call a strike at the request of the unit involved, if the local governing body refuses. The strike benefits may be granted by the International Executive Board.

Therefore from the preceding paragraphs it can be seen that the International printing unions have a fair degree of control over the strike activity of their Canadian locals. However, this power is rarely used by the printing unions, other than the I.T.U. which is more prone to make use of its' powers.

The incidence of strikes in the Printing Industry can be approximated by the following statistics for Ontario put out by the Ontario Department of Labour for the years 1958-1965.

TABLE 1 X

STRIKES AND LOCKOUTS IN EXISTENCE  
IN ONTARIO 1958-1965 BY UNION

UNION	1958 No.	1958 %	1959 No.	1959 %	1960 No.	1960 %	1961 No.	1961 %	1962 No.	1962 %	1963 No.	1963 %	1964 No.	1964 %	1965 No.	1965 %
I.B.B.	1	0.8	1	1.0	-	-	-	-	-	-	-	-	-	-	-	-
L.P.I.U.	-	-	1	1.0	1	0.6	-	-	-	-	-	-	-	-	1	0.4
I.M.U.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
A.N.G.	1	0.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I.P.P.	2	1.5	1	1.0	-	-	-	-	1	0.6	-	-	3	1.6	2	0.7
PRINTING TRADES FED.																
I.S.E.U.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I.T.U.	-	-	-	-	-	-	1	0.6	-	-	3	1.7	7	3.7	5	1.9
TOTAL	4		3		1		1		1		3		10		8	

From the annual total of strikes for the eight years from 1958 to 1965 there is an obvious increase in the number of strikes since 1963. The main union involved in these disputes is the International Typographical Union which accounts for all three strikes in 1963, seven out of the ten strikes in 1964 and five out of the eight strikes in 1965. If all industries are taken into account, in 1964 the I.T.U. accounts for 3.7 percent of all the strikes which occurred in Ontario.

TABLE XIII

STRIKES AND LOCKOUTS IN EXISTENCE IN ONTARIO  
1958-1965 BY UNION AND EMPLOYEES INVOLVED

UNION	<u>1958</u> No. %	<u>1959</u> No. %	<u>1960</u> No. %	<u>1961</u> No. %	<u>1962</u> No. %	<u>1963</u> No. %	<u>1964</u> No. %	<u>1965</u> No. %
I.B.B.	31 0.1	6 0.2	-	-	-	-	-	-
L.P.I.U.	-	9 0.2	5 .02	-	-	-	-	34 0.2
A.N.G.	85 0.1	-	-	-	-	-	-	-
I.P.P.	210 0.4	13 0.1	-	-	222 0.7	-	430 0.8	112 0.1
I.T.U.	-	-	-	17.02 0.2	-	39 0.1	1,042 2.0	894 1.0
TOTAL	<u>326 0.6</u>	<u>28 1.4</u>	<u>5 .02</u>	<u>17 0.2</u>	<u>222 0.7</u>	<u>39 0.1</u>	<u>1,472 2.8</u>	<u>1,040 1.3</u>

The number of employees by union involved in strikes gives the same picture as the total number of strikes with 1964 being the worst year and the I.T.U. as the union with the most employees on strike.

TABLE XIV

STRIKES AND LOCKOUTS IN EXISTENCE IN ONTARIO  
1958-1965 BY UNION AND DURATION IN MAN-DAYS

UNION	$\frac{1958}{\text{No.}}$	$\frac{1959}{\text{No.}}$	$\frac{1960}{\text{No.}}$	$\frac{1961}{\text{No.}}$	$\frac{1962}{\text{No.}}$	$\frac{1963}{\text{No.}}$	$\frac{1964}{\text{No.}}$	$\frac{1965}{\text{No.}}$
I.B.B.	1,340 0.1	10 (a)	-	-	-	-	-	-
L.P.I.U.	-	240 0.1	160	-	-	-	-	30 (a)
A.N.G.	300 (a)	-	-	-	-	-	-	-
I.P.P.	4,430 0.2	970 0.4	-	-	220 0.1	-	4,890 0.7	1,080 0.1
I.T.U.	-	-	-	50 (a)	-	930 0.3	115,130 16.2	179,190 13.3
TOTAL	6,070 0.3	1,220 0.5	160	50	220 0.1	930 0.3	120,020 16.9	180,270 13.4

With regard to duration in man-days the worst year is 1965 when 180,270 man-days were lost. The only other total even approaching this record over the eight years is the 1964 figure of 120,020 man-days. When considering all industry in Canada, the I.T.U. has been involved in approximately 15 percent of all man-days lost. This is a very high percentage for one union.



From the three previous tables there can be no doubt that the I.T.U. has in recent years been involved in a large number of costly strikes especially when compared to the other six unions in the printing industry.

Now that we have examined each of the unions by year, it might be useful to compare the unions over the eight year period. The following table put out for the Province of Ontario will survey this period.

TABLE XV

STRIKES AND LOCKOUTS IN EXISTENCE IN ONTARIO 1958-1965 BY UNIONS  
STRIKES + LOCKOUTS EMPLOYEES DURATION INVOLVED IN MAN-DAYS

<u>Unions</u>	<u>Strikes + Lockouts</u>		<u>Employees Involved</u>		<u>Duration in Man-Days</u>	
	No.	%	No.	%	No.	%
1. Bookbinders	2	0.1	37	0.02	1,350	0.02
2. Lithog. + P.I.U.	3	0.2	48	0.02	430	0.02
3. A.N.G.	1	0.1	85	0.02	300	0.02
4. Printing Pressmen	9	0.7	960	0.3	11,590	0.2
5. Typo	16	1.2	1,992	0.5	295,300	4.8
TOTAL	31	2.3	3,122	0.86	308,970	5.06

As shown the Typographical Union has had over 50 percent of the strikes which occurred between 1958 and 1965. The Printing Pressmen have had almost 30 percent of the remaining strikes. Therefore these two printing unions are particularly prone to the strike weapon. Similar percentages are acquired if the EMPLOYEES INVOLVED and DURATION IN MAN-DAYS columns are examined. The DURATION IN MAN-DAYS column makes it obvious the high number of man-days lost by strikes of the I.T.U. About 90 percent of the man-days lost were lost by this union.

Now that the situation in Ontario has been investigated rather thoroughly it seems best to proceed with the examination of all of Canada, by union for the years 1953 until 1966.

<u>Years</u>	<u>I.T.U.</u>	<u>C.S.N.</u>	<u>L.P.I.U.</u>	<u>A.L.A.</u>	<u>I.S.E.U.</u>	<u>I.B.B.</u>	<u>I.P.P. + A.U.</u>	<u>I.P.E.U.</u>	<u>A.N.G.</u>	<u>TOTAL</u>
1953	-	-	-	-	-	-	-	-	-	0
1954	-	1	-	-	-	-	-	-	-	1
1955	1	-	-	-	-	1	1	-	-	3
1956	-	-	-	-	-	2	-	-	-	2
1957	1	-	-	-	-	-	1	1	-	3
1958	1	1	-	-	-	1	2	-	1	6
1959	1	-	-	1	-	1	2	-	-	5
1960	-	-	-	1	-	-	-	-	-	1
1961	3	-	-	-	-	-	-	1	-	4
1962	-	1	-	1	-	-	1	-	-	3
1963	3	2	-	1	-	1	-	-	-	7
1964	8	-	-	1	-	1	3	-	-	13
1965	6	2	1	1	-	1	2	-	-	13
1966	4	-	-	-	-	-	-	-	1	5

As shown the incidence of strikes began to increase in 1963, and the upward trend continued in 1964 and maintained a peak of 13 strikes in 1965. Like Ontario the Typographers and the Pressmen again account for the majority of the strikes. The I.T.U. accounted for 33 percent of the strikes in 1963, 80 percent of those in 1964 and 55 percent of those in 1965. The year of 1966 produced a slowdown in strike activity. There were only five strikes however four of these strikes were called by the International Typographical Union.

The following table gives the vital statistics on the strikes which occurred from 1953 until 1966 for all of Canada.

TABLE XVII

<u>Years</u>	<u>Time Lost in Man-Working Days</u>	<u>Workers Affected</u>
1953	0	0
1954	100	25
1955	6,865	121
1956	4,720	204
1957	1,466	96
1958	9,340	972
1959	3,700	134
1960	2,440	49
1961	1,500	280
1962	3,230	87
1963	12,950	218
1964	293,770	2,292
1965	193,210	1,183
1966	108,340	1,044

As shown there is an upward trend of strikes becoming more and more costly with regard to time lost and the number of workers involved. The all time high over the 14 years studied occurs in 1964 when 2,292 workers were affected.

A few of the strikes which are more noticeable should be singled out as the particularly troublesome areas. For instance Mitchell Press in Vancouver, B.C. was on strike from August, 1962 until December, 1965. This strike involved 68 workers.

In Toronto, "The Star", "Telegram" and "Globe and Mail" was stuck on July 9, 1964 and this strike is still unsettled today. This strike is particularly important as it involves 920 workers.

The biggest strike in recent years occurred in Montreal at "La Presse" from June 3, 1964 until December 28, 1964. Although the duration of this strike was fairly short it involved 1,200 workers. This is the largest number of employees ever affected by a strike in the Printing industry since 1953.

The three newspapers in Toronto and La Presse in Montreal are the reason for the peak number of employees affected in 1964. In 1965 besides the continuing Toronto strike, major strikes have occurred at Rolph-Clark-Stone-Benellack in Montreal and La Tribune Incorporated in Sherbrooke.

It is interesting to note the attitude of management and the unions as far as the Toronto strike is concerned. Both consider that management has won and the battle is over.

Besides the strike or lockout there are other defense weapons used by management and labour.

For instance the I.T.U. has a corporation called Unitypo Incorporated. This corporation was organized as a defense measure in 1946 by a firm of corporation specialists employed by the I.T.U. Its only business office where



all financial records are kept is at Indianapolis, Indiana. Unitypo is the union printers' means of encouraging the establishment of competition against unfair employers, and monopolies. The members of the local union involved are supposed to help divert business from the unfair shop. Also when private enterprise is interested in supplying fair competition it is encouraged by the I.T.U. through Unitypo to do so. Unitypo is also brought into use when collective bargaining fails, and picketing, publicity and soliciting public support proves futile.

The unions reasoning is as follows: the loss of the employer in this situation is much more than he could gain by ending free collective bargaining. Also they look at how many more publishers have been caused to seriously weigh the advantages of free collective bargaining rather than risk the establishment of a competitive newspaper and therefore the destruction of their monopoly. Therefore this organization has effected wages, steady employment, shorter work-week and other working conditions.

Only one Unitypo plant was ever established in Canada and that was at Hamilton, Ontario. This venture was not very successful and it was bought by a private business concern. In recent years, the role of Unitypo has become less and less important.

There can be no doubt that the strike is the major weapon of the unions.

The employers also have a defense weapon in the labour injunction. This injunction is used very seldom but the use of this weapon is becoming more frequent. Since 1958 the Pressmen have had two injunctions issued against them, one in 1959 and the other in 1966. The other printing union

which has had labour injunctions issued against it is the International Typographical Union which had nine in 1964, five in 1965 and one in 1966. It is interesting to note that out of the 16 labour injunctions issued since 1958, 15 of them were issued by newspapers. The reason for such a large total in 1964 is that the "Telegram", the "Toronto Star", the "Globe and Mail" and the "Council of Printing Industries" all issued injunctions against the Typographical Union.

The printing trades unions are very disturbed by the use of labour injunctions by employers in recent disputes. In July, 1966, at the 22nd annual conference of the Ontario Federation of Printing Trades Unions a resolution condemning the use of injunctions in strikes was passed. The labour movement is becoming increasingly disturbed by the granting of injunctions to employers during the course of legal strikes. One of the delegates even praised the labour movements defiance of an injunction in the 1965 strike against the Oshawa Times.

The second weapon of management is the use of strikebreakers. The Ontario Federation of Printing Trades Unions asked the provincial government to outlaw this practice. This is a fundamental policy of most of the International unions in the printing industry. They are called the "Citizen Job Protection Laws" by some of the International unions who are fighting for the abolition of the hiring of strikebreakers.

## CHAPITRE X

At present, approximately 50 percent of the employees in the Printing industry are covered by collective agreements. There are over 400 collective agreements in the industry and these contracts cover about 31,000 employees. Since it is impossible to make a complete survey of the 400-add agreements in the time available a rough idea may be gained by some work carried out by the Canada Department of Labour. The publication "Working Conditions in Canadian Industry" has a survey of working conditions in the Printing, Publishing and Allied Industries which is designed to cover establishments having eight or more employees. The study has 562 reporting units and covers 32,778 employees. Of the 32,778 employees 17,373 are covered by collective agreements. Therefore this survey covers over 50 percent of the total number of employees in the Printing industry who are covered by collective agreements. Therefore the results of this survey will give a fairly good idea of the conditions which exist.

1.	<u>Hours per Week</u>	<u>Percent</u>
	Under 40 hours	68
	40 hours	26
	Over 40 and under 44	3
	44 hours	2
2.	<u>Days per Week</u>	
	5 days	98
	More than 5 days	2
3.	<u>Hours per Day</u>	
	Under $7\frac{1}{2}$ hours	15
	$7\frac{1}{2}$ hours	47
	8 hours	34
	Over 8 hours	4
4.	<u>Number of Holidays a year</u>	
	1 to 5 days	1
	6 days	1
	7 days	4
	8 days	68
	9 days	19
	10 days	6
5.	<u>Total Rate of Compensation for Time Worked on Paid Holidays</u>	
	Double time	40
	Double time & one half	17
	Triple time	29
	Other practice	13

	<u>Percent</u>
6. <u>Vacation Increases with Service</u>	
<u>Two weeks</u>	(94)
After: Less than 1 year	(92)
1 year	6
2 years	67
3 years	8
4 years	4
5 years	1
More than 5 years	6
<u>Three weeks</u>	(85)
After: less than 10 years	51
10 years	16
11 to 14 years	5
15 years	11
<u>Four Weeks</u>	(39)
After: Less than 20 years	6
20 years	7
21 to 24 years	2
25 years	21
<u>Five Weeks</u>	NONE
7. <u>Have Health Benefit Plans</u>	94
8. <u>Plans Financed by:</u>	
Employer and employees jointly	79
Employer only	5
Employee only	10

As far as types, changes and levels of reward are concerned, data is available for all bargaining units over 500 employees. Of the 33,998 union members in the Printing industry 7,320 are in bargaining units of over 500 employees. Therefore approximately 21 percent of the union members belong to bargaining units of over 500 employees. This survey covers eight major collective agreements. This information includes agreements signed by the Council of Printing Industries in Toronto (115 firms), the Canadian Lithographers Association (58 firms), the Employing Printers Association in Montreal, the Pacific Press, the Telegram and the Toronto Star.

<u>Collective Agreement</u>	<u>Employer Negotiator</u>	<u>Union Negotiator</u>	<u>Number of Employees Covered by Agreement</u>
1.	C.P.I.	a) I.P.P. & A.U. (No. 10)	700
2.		b) I.T.U. (No. 91)	1,200
3.	E.P.A.	a) I.B.B. (No. 91)	300
4.		b) I.P.P. & A.U. (No. 52)	650
5.	C.L.A.	Lithographers (Nos. 12, 27, 40, 42, 47)	2,000
6.	Pacific Press	A.N.G. (No. 115)	640
7.	Telegram Pub. Co.	A.N.G. (No. 87)	735
8.	Toronto Star	A.N.G. (No. 87)	<u>1,095</u>
TOTAL			<u>7,320</u>



1. Cost of Living Bonus

The first clause to be investigated is the COST OF LIVING BONUS. This was given to 45 percent of the employees in 1953 and this percentage increased steadily until 1962 when it reached a peak of 98 percent of the employees. This has been declining in recent years until 1966 when only 70 percent were covered.

2. Paid Statutory Holidays

In 1953, 44 percent of the employees received eight paid statutory holidays while in 1966, 67 percent received eight paid statutory holidays and another nine percent had nine paid statutory holidays.

3. Vacation Provisions

a) In 1953, 44 percent received two weeks for one to two years service and this increased steadily until 1962 when it reached a peak of 98 percent. It again decreased until 1966 when 76 percent were under this clause.

b) Again in 1954, 11 percent of the employees received three weeks vacation if they had one to five years service. By 1966, 59 percent of the employees received three weeks vacation if they had one to five years service and an additional 16 percent received three weeks vacation for six to ten years service.

c) In 1954, 11 percent of the employees received four weeks vacation if they had 21 to 25 years service. By 1966 this increased until nine percent received four weeks vacation if they had 21 to 25 years service and 24 percent had four weeks with 16 to 20 years service. Incidentally there was no provisions for five weeks vacation.

4. Hours of Work per Week

In 1953, 44 percent of the employees worked 39 to 41 hours a week. The work week was steadily reduced until 1966 when 52 percent of the employees worked a 39 to 41 hour week, 10 percent worked a 35 to 37 hour week and 15 percent worked a 33 to 35 hour week. This industry is definitely one of the leaders in the reduction of working hours as 25 percent of the employees work 37 hours or less a week.

5. Hours of Work per Day

In 1953, 44 percent of the employees worked a 7-3/4 to 8-1/4 hour day. This was steadily reduced until 1966 when 52 percent worked 7-1/4 to 7-3/4 hours a day and 25 percent worked 6-3/4 to 7-1/4 hours a day. Therefore a total of 77 percent of the employees worked less than eight hours a day.

6. Stage at Which Negotiations ended

In 1953, 16 percent of the employees were bargaining and 94 percent of those bargaining reached settlement at the conciliation board stage.

- VERY DIFFICULT TABLE - EXAMINE ???

7. Typology

1954 -	20.3%)	) single establishment and single union
	11.0%)	
	79.7%)	) employer association and single union
	44.0%)	
1966 -	43.6%)	) single establishment and single union
	33.0%)	
	56.4%	employer association and single union

Wage Rates and Hours of Labour in Canada

2. Hours of Work per Week - Daily Newspapers

In 1955 the standard hours per week were different all across Canada. from a high of 44 in St. John's Newfoundland and Calgary to a low of 37<sup>1</sup>/<sub>2</sub> in Vancouver, Victoria and most of Ontario. In 1965 the standard hours went from a high of 40.5 in St. John's Newfoundland to a low of 32.5 in Montreal, Quebec. Therefore there has been a definite reduction in hours over the 12 years.

3. Average Wage Rate per Hour - Daily Newspapers

Figures are given in "Wage Rates and Hours of Labour in Canada" for two occupations, compositors and pressmen. The compositors and pressmen had a low wage of \$1.35 in St. John's, Newfoundland and a high of \$2.67 in Toronto which is the main printing center. The second highest paying centers were Vancouver and Ottawa at \$2.35/hour. These figures are for 1955. In 1965, the compositors had a low wage of \$2.09 in St. John's Newfoundland to a high wage of \$3.94 in Montreal. On the other hand, the Pressmen had a low of \$2.10 in St. John's and a high of \$4.05 in Montreal.

It might be noted that the 1955 survey was for all Canada while the 1965 survey was only taken for Eastern Canada.

This survey covers Daily Newspaper Printing. A similar survey covers Printing and Publishing other than Daily Newspapers. Both surveys have similar results with regard to hours. The average number of hours worked by printing and publishing establishments in 1965 across Canada is 38.8 hours.

Determine wages from charts you are given - MAKE TABLES ???



## CHAPTER XI

The impact of labour relations in the Printing industry on the Canadian economy is difficult to access.

A strike in the newspaper sector will of course affect the department stores as their main source of advertising would be cut-off. This, in turn might help the Radio and Television industry of the city. Since bargaining is on a local basis and most cities have only one newspaper Radio and Television will gain. However, if a city has two or three newspapers a competing newspaper will take much of the lost business. The strike in a newspaper may also affect the Pulp and Paper industry as approximately 40 percent of the output of this industry is newsprint.

Since negotiations are on a local basis there has never been any serious general strike. However, if the present trend toward the larger unionized shop joining employer associations continues strikes will become more serious. A strike in the Council of Printing Industries in Toronto is definitely a matter of concern but since there is such a large number of open shops in the industry the printing of material will not come to a complete halt. For instance, suppose the whole Southam chain was struck the Thomson chain would benefit. There is never a complete monopoly such as a company like Bell Telephone.

Therefore the impact of strikes in the Printing industry on other industries and the economy is extremely limited.

Next, the impact of the output of the labour relation system with regard to wages must be examined. An annual Ratio Study is put out by the

P.I.A. and the G.A.I.A. on the Printing industry. A total of 1,010 companies in the U.S. and Canada are used as the basis of the investigation. Of this total, 109 of the companies are a cross-section of the Canadian industry. It was found that 31.95 percent of all expenses were operating costs of the factory. If only the Canadian firms are examined the corresponding figure is 31.49 percent. Of this 31.49 percent 24.31 percent is direct wages. The materials used were 39.24 percent of the expenses. Paper accounted for 24.38 percent of the materials used. Other outside services were 14.60 percent. By examining the preceding figures, the labour cost of running a printing firm is somewhere between 25 and 30 percent of the cost. Therefore the impact of a wage increase has a very definite affect on prices and employment in this industry. However, the impact upon the economy is again very limited.

Also the impact of settlements on settlements in other industries is practically negligible. The printing tradesman is regarded as an extremely well qualified skilled worker. As such few labour union compare themselves to printing tradesmen. Also the printing tradesmen do not compare themselves with any other particular industry. This industry is a wage leader. At present, printing tradesmen have one of the highest wages of labour in the country. In the manufacturing sector the Printing industry pays the highest wage. As a result the printing tradesmen look at settlements within their own industry. The government produces statistics on the profits of Canadian printing firms under the heading of PRINTING AND PUBLISHING and COMMERCIAL PRINTING. When the unions go into negotiations the profit figures of PRINTING AND PUBLISHING are often used because this sector includes mostly the high profit publishing firms. This type of comparison on the part of unions serves to demonstrate the lack of alternative comparisons.



The settlements of the Printing industry have a very minor impact on the "community" attitudes to both labour and management. One reason for the small impact is the local negotiations. If the Council of Printing Industries had a general strike the community would be affected because Toronto does over 50 percent of the printing business. However, this is purely hypothetical as the C.P.I. has never had a general strike. As the printing industry is not an industry about which public opinion has caused government interference, the unions and management tend to play down public relations.

The Graphic Arts Industries Association and all the affiliated employer associations do not bother about public relations. Occasionally the G.A.I.A. will issue a statement to the press on some matter but even this is unusual.

Only one of the printing trades unions encourages public relations outright and that is the International Typographical Union. The I.T.U. has the "Union Label and Public Relations Department" which encourages the I.T.U. locals to form public relations committees. The I.T.U. urges its locals to take advertisements in local newspapers, to join in talks before local groups, to fight for citizens' job protection laws and to help form women's organizations to support the I.T.U. These committees are also told to urge its members to write representatives in Parliament to combat campaigns by the employer.

The only other union which has shown an active interest in public relations is the International Printing Pressmen and Assistants Union. The I.P.P. & A.U. has taken articles from Bob Buchanan of the Toronto Newspaper Guild on how to obtain favourable publicity via the daily press, radio and television.

So far the public relations program of the printing trades unions have had little effect on community attitudes to labour.

The newspapers used to be interested in printing anti-I.T.U. literature around 1950 but now this type of material has died off.

It should be noted that the impact of the labour relation system in the Printing industry will probably be changing rapidly over the next 10 years. For one thing, there is the necessary merger trend among the international unions due to jurisdictional disputes caused by automation. Automation is also causing the Printing industry to become big business. The new machines cost so much to buy that often printing firms must merge in order to obtain the new machinery. More and more small firms are finding it difficult to compete with these low cost producers. There is no doubt that the merger among the unions and the merger among the firms will lead labour relations in the Printing industry into the spotlight. The impact of a strike will no longer be confined to a local region.

## CHAPTER XII

In the conclusion, some suggestions will be made on how the government could be assistance in negotiations and how the unions and management might improve negotiations themselves. Since, only one summer has been spent studying this industry, the recommendations will naturally be very general. If more time were available a more detailed list of recommendations might be given.

It should be the function of the government to provide an environment in which negotiations can take place. For one thing the government should attempt to publicize the fact that negotiations must be set as a process by which the problems of the TWO sides are thoroughly explored. Too often negotiations are just a matter of the unions demanding and the employer giving. The employer should also make proposals as the Employing Printers Association did in the last set of negotiations. The settlement in the Printing industry is more often a union dictated settlement than a process where a review of mutual problems is explored. The government must provide a better understanding among employers and unions concerning what negotiations should be. The government must make the two parties more aware of their common interests. For instance, a study on common interests and problems could be carried out by the government and then the unions and management might be encouraged to discuss these problems.

Another recommendation which may help the labour relations in the Printing industry is to appoint a government fact finding board. This board should have statisticians and economists with an adequate knowledge of the industry. The unions and management might contribute to the expense of these boards instead of to their own research departments. The figures from the

P.I.A. or union research departments should not be allowed at the bargaining table. This unbiased research information would aid in solving many of the problems of negotiations.

Unions and management can also solve some of the problems of bargaining. For instance, both parties should select negotiators who are temperamentally qualified to do the job. Personal qualities such as a strong determination to discover a basis for agreement and willingness to hear the other side of the problem are necessities. Too often negotiators are hot headed, stubborn people whom associations or unions feel will win their point even if a strike is necessary.

A second problem which is especially predominant in the Printing industry is that the associations and unions bind their representatives too closely by authority to say "No" but no authority to say "Yes". The International unions insist that locals must have permission of the International to sign an agreement and the employers' associations must have the approval of member firms. Also the negotiating body should be kept small so irrelevant issues get swept away and the negotiators get down to the basic issues.

The preceding is a list of just a few of the recommendations which might be of assistance to negotiations in the Printing industry. This industry can not be criticized too severely for their negotiations because the ultimate test whether negotiations are successful is the proportion of new agreements renewed without a strike or lockout. From this study we can see that all the printing trades unions, except maybe the I.T.U., have had very successful negotiations with employers over the last 15 years.



With regards to the relationship between the employees and the employer an unpublished report by Professor G.V. Doxey at York University on the response of 300 printing employees in Metropolitan Toronto is very useful. This study was done for 1966 so it would be quite relevant to the present report. A copy of this study is enclosed in the report. (NOT INCLUDED)







